



2013 ANNUAL REPORT
ALABAMA DEPARTMENT OF REHABILITATION SERVICES



TOGETHER
SUCCESS



HOME
SCHOOL
WORK

BLUEPRINT FOR THE 21ST CENTURY

MISSION: TO ENABLE ALABAMA'S CHILDREN AND ADULTS WITH DISABILITIES TO ACHIEVE THEIR MAXIMUM POTENTIAL

We VALUE the worth, dignity and rights of people with disabilities and we will:

- provide an easily accessible, integrated continuum of services;
- ensure quality services that are family-centered, culturally sensitive and community-based;
- promote and respect consumer choice regarding provision of services;
- advocate for the rights of persons with disabilities and promote self-advocacy;
- include people with disabilities, their families and advocates in agency planning and policy development.

We VALUE independence and meaningful work for people with disabilities and we will:

- educate families, children, employers, schools and the public that people with disabilities can and do work;
- advocate for quality health services and community supports that enable people with disabilities to work and/or function independently;
- develop, maintain and expand working relationships with employers;
- identify and create job opportunities that are compatible with consumer abilities;
- foster cross-divisional collaboration to achieve successful work outcomes.

We VALUE all staff and their contributions in achieving our mission and we will:

- communicate openly and honestly;
- recruit, develop, retain and promote a diverse, qualified staff;
- involve staff in agency planning, policy development and performance objectives;
- recognize and reward exemplary job performance;
- provide staff opportunities for personal and professional growth.

We VALUE leadership at all levels and we will:

- maximize staff participation in all agency initiatives;
- create an environment which encourages and supports creativity and innovation;
- facilitate teamwork among all staff;
- provide support and leadership development opportunities.

We VALUE maximum acquisition and efficient and effective management of resources and we will:

- acquire maximum resources;
- increase legislative support;
- develop and use appropriate technological advancements;
- evaluate the effective and efficient use of our resources;
- collaborate with organizations in the public and private sectors.

We VALUE public support and we will:

- educate the public about our mission, goals, services and expertise;
- secure support from business and industry, consumers of services, partners and policymakers;
- create partnerships that expand services to enhance opportunities for consumers;
- maximize staff involvement in the development of grassroots support.

Welcome

COMMISSIONER'S MESSAGE

Dear Friends,

It is one of my favorite responsibilities as commissioner: Presenting to you our annual report, Together Success. It is the official document of record, highlighting the activities, accomplishments, and milestones of our staff, partners, and consumers over the past twelve months.

To me, Together Success is a report, a guide and a portrait in a single document. As a report mandated by statute, it contains the important facts and figures that track our performance as a state agency in fiscal year 2013. It even details the number of children and adults we serve, and the amount we invest in their lives, in all 67 counties.

This report is also a visitor's guide through our trademark continuum of services, services that have been consolidated in one department since 1994 to better meet the unique needs of Alabamians with disabilities. Together Success can be used for obtaining information about all of our services and how to access them in any area of the state, as well as to learn how our programs can assist an individual in transitioning seamlessly from one set of services to the next, with maximum independence for all as the desired outcome.

My favorite section is always the personal portraits of the children, adults and families we serve. They are featured in our "Meet Our Families" section and I urge you to read their stories. I am always moved and motivated by their extraordinary courage, determination, and achievements in the face of significant challenges. The profiles bring the dry numbers vividly to life – and remind us all of the reason we have chosen rehabilitation as a profession.

This report is also a testament to the power of the many partnerships we have established in communities all across the state. Our list of partners is diverse and impressive: local school systems, community programs, other state agencies, and policymakers at every level of government. We all are committed to the same mission, and we share the excitement and pride that come from the achievements of our staff and consumers. It is from those partnerships that we draw the name of this report, Together Success.

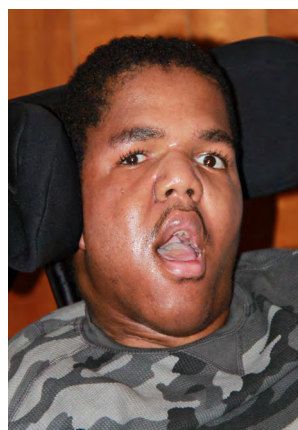
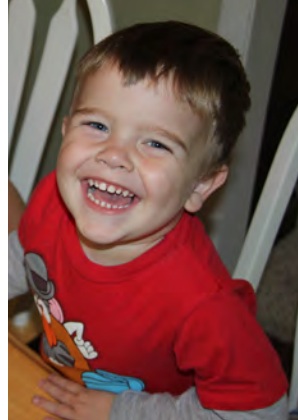
To our many partners, I say 'thank you' for another year of successful collaboration. My challenge for the new year is as always. Let us rededicate ourselves to our shared mission: to enable Alabama's children and adults with disabilities to achieve their maximum potential.



Sincerely,

Cay A. Bowell

TOGETHER **SUCCESS** HOME SCHOOL WORK



FEATURES

- 3 Our Continuum of Services
- 4 Alabama Board of Rehabilitation Services
- 5 Our Success Stories
- 19 Alabama's Early Intervention System
- 22 Children's Rehabilitation Service
- 25 Vocational Rehabilitation Service
- 37 Independent Living/Homebound
- 40 Statewide Services

THE ADRS CONTINUUM OF SERVICES:



Alabama's Early Intervention System coordinates services statewide for infants and toddlers with disabilities and developmental delays from birth to age 3, preparing them and their families for the transition to the state Department of Education's preschool program for 3- to 5-year-olds.

Early Intervention also provides financial and technical support to more than 50 community programs that provide direct services to families.



Children's Rehabilitation Service provides individualized services to children with special health care needs from birth to age 21 and their families at home, school, and in the community.

In addition, CRS provides disability services, expertise, and adaptive technology to and for local school systems, assisting teachers, school nurses and other staff in the education of children with disabilities.

The CRS Hemophilia Program serves Alabama's children and adults with this life-threatening blood disorder.



Vocational Rehabilitation Service provides rehabilitation, education and employment-related services to teens and adults with disabilities.

Every year, the VRS Business Relations Program provides disability management and employee placement services to Alabama businesses.

The Business Enterprise Program for Alabamians who are blind and visually impaired promotes independence through the operation of vending operations, snack bars and cafeterias in locations statewide.



Homebound / State of Alabama Independent Living provides services to Alabamians who have catastrophic congenital disabilities or disabilities resulting from spinal cord or head injuries.

SAIL/Homebound staff provide education and support services to families with children and adults with severe disabilities to make them more independent in the home, community, or workplace to maximize their educational experience.

For a Lifetime

Whether the person is a child born with a disability or someone who acquires a disability later in life, the goal is the same: self-sufficiency and independence. With individualized services provided in homes, schools, the workplace, and the community, ADRS assists every person in achieving his or her maximum potential.

Dear Friends,

I am honored to have served as the chairman of the Alabama Board of Rehabilitation Services for another remarkable year.



My position has given me the unique opportunity to witness firsthand the impact that ADRS has on the lives of the thousands of children, teenagers, and adults it serves. Their accomplishments stand as a strong testament to the compassion and commitment of our staff.

Of course, none of our achievements would have been possible without our always-stalwart partners, including schools, community organizations, and other government agencies.

On behalf of the board, I offer my sincere thanks and congratulations to ADRS staff as well as our partners for another outstanding year. Your combined efforts truly illustrate the annual report's theme: "Together, Success!"

Roger McCullough
Board Chairman
District 6

Meet

THE BOARD



Stephen Kayes
District 1



Jimmie Varnado
District 2



Patricia
"Crickett" Floyd
District 3



Andrea Collett
District 4



Eddie Williams
District 5



Mitch Strickland
District 7

The Alabama Board of Rehabilitation Services consists of seven members, one from each U.S. Congressional District. Board members are appointed by the governor and confirmed by the Alabama Senate. Per Alabama law, three members must be individuals with a disability, selected from consumer disability organizations; one member must be the parent of a child with a disability; and three members must be from organizations of business and industry within the state.

The board's responsibilities include making rules and regulations for the provision of rehabilitation services; directing and supervising the expenditure of legislative appropriations; disseminating information concerning and promoting interest in disability and rehabilitation issues; taking appropriate action to guarantee rights and services to people with disabilities; and serving as the governing authority of programs administered by the department.



MEET OUR FAMILIES





Left, the Finley and her daughter, Makenzie, both advocate to restore Cayden's fighting spirit

Above, Patricia Williams, Early Intervention Program Director at Valley Haven, is proud of Cayden's progress

the Finley family

L a f a y e t t e



Partners in Success

- The Finley family
- Alabama's Early Intervention System
- Children's Rehabilitation Service
- FUTURE PARTNER:**
- Vocational Rehabilitation Service

As mom Stephanie will tell you, Cayden Finley was born a fighter. In fact, she chose his name based on its meaning, and he has been fighting all the way.

Born with hypoplastic left heart syndrome (HLHS), a rare congenital heart defect in which the left ventricle of the heart is severely underdeveloped, Cayden has had to fight and endure quite a bit in his three years of life.

HLHS is 100 percent fatal without surgical intervention, with the first of three procedures being done within days of birth. The three procedures combined allow the two good chambers of the heart to make up for the two non-functioning heart chambers.

"Something went wrong during the second procedure," said Stephanie. "The oxygen to Cayden's brain was temporarily shut off during surgery, causing cerebral palsy."

Until Cayden's third birthday in September, Early Intervention and Children's Rehabilitation worked together to keep Cayden in the fight. With physical, occupational, and speech therapies through EI and CRS providing feeding, orthopedic, and neurology clinic support, Cayden's fighting spirit is kicking along.

"He is so much looser now," said Cayden's grandmother, Christine Green. "The difference is like night and day. Cayden is starting to walk now, and EI has been there every step of the way."

Early Intervention helped the Finley family acquire a new torso walker – the first of its kind in Chambers County – to strengthen and train Cayden's legs for walking. The device, in addition to wheelchairs, gait trainers, AFO leg braces, knee immobilizers, hand splints, a bath chair and potty seat – all courtesy of ADRS – has immeasurably improved Cayden's health, happiness, and mobility.

"We could never do this alone," said Stephanie, "but we want to return the favor and give back however we can. It was hard at first, but these great services haven't just helped us financially, they have gone the extra mile to assure me everything will be fine."

For two years now, the Finley family has "given back" by promoting awareness of HLHS and Heart Awareness Month and selling T-shirts and cause buttons.

"We've been given so much," Stephanie said. "If I can reach just one other mom, one other family, it will all be worth the effort."

the Burns family

L i v i n g s t o n

Right, ADRS District Early Intervention Coordinator Tania Baldwin oversees services provided for Gabby Burns

Below, mother Andrea Maxwell said she is amazed with the level of support she receives for her daughter, who has Down syndrome



If it weren't for Alabama's Early Intervention System (EI), say DeAnthony Burns and Andrea Maxwell, things might be very different today for their 13-month-old daughter, Gabby.

The family was exploring different options for their infant daughter with Down syndrome when they were referred to EI by their pediatrician.

That referral, made when Gabby was five months old, made all the difference.

"We were in turmoil," DeAnthony said. "Here I am, a Navy vet with PTSD, and my wife is sick with sickle cell anemia. Now there is a doctor telling me that my baby – who I think is perfect – has a disability? It was too much to handle."

EI worked diligently to provide the answers the couple so desperately needed to move them beyond their initial shock. EI's family training model focused first on the parents and extended to Gabby as she began receiving physical and occupational therapy. Since her January 2013 enrollment, Gabby is meeting her milestones and Andrea and DeAnthony are empowered to help their daughter face life's challenges.

"I was sad at first," Andrea said. "All I wanted to know was what I did wrong while I was pregnant. But EI helped me resolve those issues and

understand that this is no one's fault. Just like Gabby, we all crawl before we walk, and EI has helped me come to terms with it all, which has helped boost my morale."

In the months since EI first became involved with Gabby, the youngster has started crawling and reaching her milestones on target. Therapists are working with her observational skills during therapy sessions, and she is now really engaged, aware of her surroundings, and generally loves watching people.

"If someone asked me today what has EI done for my Gabby," said DeAnthony, "I'd respond by asking them, 'What haven't they done?' She's my anchor, and I still say she is perfect, despite what the doctors think."

With a great support system now in place for their daughter, DeAnthony and Andrea are once again excited for the world of possibilities in store for their daughter as well as their family.

"It's great to know that there's an organization that will support us and our daughter throughout her life," said DeAnthony, referring to the ADRS continuum of services. "Knowing there is someone there for us just puts my mind at ease."



Partners in Success

- > The Burns family
 - > Alabama's Early Intervention System
- FUTURE PARTNER:**
- > Vocational Rehabilitation Service

Jesus Salazar-Garcia

Montgomery



CRS Social Worker Tanchaka Weatherly helped the Salazar-Garcia family find funding and volunteers to construct a new ramp for their son, Jesus

"IF MY SON COULD SPEAK, HE WOULD SAY 'THANK YOU,' TOO. YOU CAN SEE IT IN HIS EYES."

Partners in Success

- > Jesus Salazar-Garcia and family
- > Children's Rehabilitation Service
- > Alabama's Early Intervention System

FUTURE PARTNER:

- > Vocational Rehabilitation Service

For the nine years of their son's life, Fidel Salazar and Isabel Garcia had grown to depend upon ADRS to come up with creative solutions to Jesus' many challenges.

Diagnosed with infantile cerebral palsy at birth, Jesus had long been a familiar face at different CRS clinics over the years and had received several different orthotic devices for his hands, ankles, and feet. As a young child, Jesus also received physical and occupational therapy from Early Intervention.

So, as Jesus was being evaluated for a new wheelchair system early last year, CRS asked the couple if there was anything else their son needed.

They asked for lumber.

The seemingly random request was made out of concern for the quickly deteriorating condition of the existing wheelchair ramp outside the family's home.

"I knew for a long time we needed to do something about our ramp," Fidel said through an interpreter. "I couldn't wait any more when I saw the wood was coming apart. Worse, my wife could no longer get up or down the ramp with our son in his chair."

Tanchaka Weatherly, a CRS social worker, knew that CRS was unable to directly replace the ramp, but she led the charge to find any possible way to aid in the construction of a new one.

"When I first saw it, I couldn't believe the poor shape it was in," Tanchaka said. "It was rickety and had missing planks. It was clearly unsafe and something needed to be done."

Within days, Tanchaka located a volunteer project through Frazer Memorial United Methodist Church that was willing to provide free labor for the construction. Soon thereafter, she obtained necessary financial assistance for the family through the Individual and Family Support Council of Montgomery for the purchase of building materials.

"We are so very grateful for everything CRS has done for us," Fidel said. "CRS has provided for us in so many ways, and I cannot say enough good things about the organization. If my son could speak, he would say 'thank you,' too. You can see it in his eyes, though. He is happy and he is comfortable, and as his father, that is all I really could ask for."





CRS Care Coordinator Amy McQueen, right, helps Carrie Ricard, left, not worry as much and enjoy more time with her four children

the Ricard family

A n n i s t o n

Cystic fibrosis has not been easy for Carrie Ricard or her four children.

While sisters Maddie, 9, and Annie, 5, are normal and healthy, their brothers Toby, 8, and Sammy, 2, battle daily with a regimen of chest therapies to keep sticky mucus from building up in their lungs.

"At first, I didn't know how much CRS would become a part of our family's life," said Carrie. "Having two boys with CF has a way of drastically impacting you every day and providing you with a new way of living."

Thankfully for the Ricards, that new way of living led their family directly to CRS.

"First and foremost, CRS has provided me with emotional support," said Carrie. "Knowing I have someone to speak with about my sons' many issues is so important and helpful to me. My many counseling services have been tremendous, and through them I really feel like CRS care coordinators Amy McQueen and Stacie Rolfe are always on my side and would do anything in their power for me."

In addition to causing the body to produce abnormally thick, sticky mucus due to the faulty transport of salt within cells, CF obstructs the pancreas and prevents enzymes from reaching the intestine to help digest food. The results are

two-fold: persistent coughing and poor weight gain. The incessant coughing only exacerbates the issue because it burns off precious calories. All of these issues are addressed through specialized medical vapor treatments, enzyme therapies, vitamins, and calorie-dense foods. Treating the lifelong condition, naturally, also comes at a great expense.

"All of the medicines – the nebulizers, the vests that shake and shake to break up the mucus – all of it is possible because of CRS," Carrie explained. "I can't explain how much it means."

With CRS helping to remove a lot of her worry about Toby and Sammy's health, Carrie can focus more of her time and energy on homeschooling her children, remaining active in their church, and even deciding which days are the best for kite flying.

"My two sons face quite a bit, and the CF is taking a toll on their bodies," Carrie said. "Their lungs are unhealthy, they have intestinal issues, liver issues. Their lungs are scarring from coughing; they have vitamin inefficiencies. Toby may also be developing CF-related diabetes. CRS knows about all of this, and they help me out so much by watching all of these concerns. The care our family receives from CRS is such a huge part of our lives, and I can't thank them enough."



Partners in Success

- > The Ricard family
- > Children's Rehabilitation Service
- FUTURE PARTNER:**
- > Vocational Rehabilitation Service

Tiffany Fontenot

Grand Bay



In the five years that Tiffany Fontenot has been served by Mobile's CRS office, the staff has seen the child grow from an infant to a well-rounded and happy child who is spunky, full of life, and simply refuses to slow or submit to adversity.

Tiffany was born with Apert syndrome, a rare congenital condition characterized by malformations of the skull, face, hands, and feet. Certain bones in the skull fuse prematurely, preventing the head from normal development. Fingers and toes are also fused.

Connie Martin, CRS care coordinator, became involved with Tiffany even before her first trip home from the hospital as a baby. CRS provided various medical equipment, including nebulizers and oxygen therapies, and Connie personally ensured every procedure Tiffany underwent was fully explained to her parents beforehand.

"Connie and CRS are my lifeline," said Tammy Fontenot, Tiffany's mother. "Just knowing someone is there who cares as much as I care has benefitted me so much. There isn't enough praise that I can give them."

Over the years, Tiffany has attended many CRS clinics, including orthopedic, neurology, cleft palate, hearing, ACT, seating, and feeding. Tiffany's parents also were educated by CRS about Apert syndrome, and the more they knew about their daughter's condition, the stronger advocates they became.

"It warms my heart and makes me so happy to see a parent so dedicated to her child's overall care," Connie said of Tammy. "She really encourages Tiffany to grow and develop at her age level, and she is an active component of our local PAC (Parent Advisory Committee) meetings."

After undergoing multiple surgeries – two on her skull and eight on her hands to restore some function – Tiffany and her parents are blossoming together.

"We wouldn't be who we are today without Tiffany, but we also wouldn't be who we are today without CRS," Tammy said. "At first we were scared; we thought she was too fragile. We had to learn to just let her be a kid. Now she is five, and we are doing it all over again with respect to school. Thankfully, CRS is empowering us there, too."

"CRS IS MY LIFELINE ... WE WOULDN'T BE WHO WE ARE TODAY WITHOUT EI OR CRS."

Above, Raymond Fontenot helps his daughter, Tiffany, with vocabulary building

Left, Tammy Fontenot, left, credits CRS Care Coordinator Connie Martin, right, for teaching her to allow her daughter to be a kid first



Partners in Success

- > Tiffany Fontenot and family
- > Children's Rehabilitation Service
- > Alabama's Early Intervention System

FUTURE PARTNER:

- > Vocational Rehabilitation Service



CRS Speech-Language Pathologist Karen Baggett shows Donny Lorusso his new augmentative communication device for the first time

Donny Lorusso

C h e l s e a

Because of Children's Rehabilitation Service, Eva Lorusso experienced the sheer joy of hearing her son Donny's voice for the first time in more than eight years.

Appearing to develop normally until age four, Donny now 12, developed late-onset autism, which – over the course of a few months – robbed him of the language, motor, and social skills he had learned as a toddler.

"It was as if a light switch had been turned off," Eva said.

Confused and confounded by her son's diagnosis, Eva's frustration grew as a result of limited specific treatment options available to Donny through his school and even CRS.

"Clinically speaking, a diagnosis of autism alone is primarily an issue of mental health, and CRS clinic options for that are limited," said Karen Baggett, CRS speech-language pathologist. "When it was discovered Donny also had epilepsy, he qualified for additional CRS services we previously were unable to provide for Donny."

Donny attended ACT, seating, and mobility clinics at CRS. CRS also purchased a specialized stroller and car seat to aid in Donny's mobility and to keep him safely restrained while in a moving vehicle.

However, the real breakthrough for Donny occurred when CRS recommended that Donny receive an augmentative communication device which gave him a voice.

Shelby County Schools purchased an iPad for the young man to learn to use, while CRS provided a more-sophisticated device as a permanent solution.

"None of this would have been possible without the help of CRS and Karen," said Eva. "For years, Donny was isolated, and through the power of technology, we are learning things about him we didn't know were possible. He's demonstrating cognitive abilities we previously thought were impossible. Years of silence impeded our knowledge and judgment of what was really going on in his brain. Without CRS and Karen, we never would have thought that Donny was capable of this level of communication."



Partners in Success

- Donny Lorusso and family
- Children's Rehabilitation Service
- FUTURE PARTNER:**
- Vocational Rehabilitation Service



Left, Senior Transition Counselor Phoebe Givens, left, guided Joseph Walter through a full rehabilitation evaluation after enrolling with VR

Below, Joseph only has use of his thumbs and index fingers. The microphone with headphones he received through VR allows him to hear more easily



Joseph Walter

Clay

Like a lot of teenagers, 18-year old Joseph Walter enjoys computer games, watching movies, and listening to selections from his massive music collection in the downtime between college classes.

Unlike his peers, Joseph is severely affected by Pompe disease, a rare genetic condition that disables the heart and skeletal muscles. The disease has taken its toll on Joseph's body, limiting his range of motion to only his thumbs and index fingers. Despite his limitations, Joseph considers himself lucky. Occurring in approximately one in every 40,000 births, only a handful of those diagnosed with Pompe disease as infants live beyond their second birthday.

So, when he graduated from Clay-Chalkville High School near the top of his class, it was a pretty big deal for everyone involved.

"Mom tells me graduating high school was amazing, but really I knew I was going to do it all along," he said. "Now that it's all over, it seems weird. My homebound teacher was here with me every single grade through school, and now she's not."

Though he is hooked to a ventilator and feeding tube and currently has his mother interpret for him, his mind is incredibly sharp and he knows

exactly what he wants to do after college: become a criminal profiler for law enforcement.

With Joseph already decided on these plans, his parents, Bo and Debbie Walter, sought VRS assistance for their son's education.

"When Joseph was younger, we received a Dynamite speaking device and various personal care items through his involvement with Children's Rehab," Debbie said. "So, we weren't unfamiliar to ADRS when we sought assistance for college."

Once the young man was enrolled in VRS's Transition Services, Pat O'Brian and Tracy Atherton of ADRS-Lakeshore performed a full evaluation on Joseph, examining everything from his hearing to his method of interfacing with the computer, trying to maximize every bit of his extremely limited range of motion. After completing the evaluation, the two recommended predictive text entry to speed up his typing and provided a special hearing device with headphones and active microphone to amplify his hearing.

"I am thankful for VR and all they've done for me," said Joseph, "With their help, I'm able to do more in less time. Though I'm stubborn, at the end of the day, I can accept I sometimes need the help and learn to adapt to their recommendations."



Partners in Success

- > Joseph Walter and family
- > Vocational Rehabilitation Service
- > Children's Rehabilitation Service

Zarius Walker

Montgomery

With the rare human ability of lifting north of twice his own weight in steel, Zarius Walker is living proof that determination and motivation can triumph over disability.

In fact, with his hands on terra firma and his feet aimed skyward during one of his handstand pushup demonstrations of super-human strength, it is hard to believe Zarius has cerebral palsy at all.

"People often tell me they've never seen anything like that and wanted to know how I learned to do it," Zarius said. "I actually taught myself after seeing a cartoon character accomplish the same feat and wondering if that was even possible."

Of course, Zarius wasn't always the strong man he is today. He achieved full independence only after numerous surgeries and years of hard work in physical therapy to improve muscle tone, movement, and motor skills. Helping along the way was ADRS and the Shriners Hospital for Children in South Carolina.

"Even though the majority of my procedures and medical equipment were provided through the Shriners, CRS was always there for me, too, going so far as even teaching me how to eat," he said.

Zarius became even more involved with ADRS while he was in high school. He was urged by then-Rehabilitation Counselor Demetrice Coon to attend the Alabama Governor's Youth Leadership Forum for high school students with disabilities in 2010. He was so inspired by his experience that he returned in 2012 and 2013 to mentor peers on overcoming challenges presented by various disabilities.

Zarius also participated in work development training with financial assistance provided by VRS.

"I may have a condition that makes doing things more difficult, but I definitely do not let it hinder my abilities," Zarius said.

In fact, it was his determination to strengthen his upper body to compensate for his relative lower body weakness that led to Zarius's passion for competitive weightlifting. Having already competed in various meets in his 123-pound weight class, Zarius now extensively trains with his eyes set keenly on the Rio 2016 Olympic and Paralympic Games. His personal best thus far in competition is a 260-pound bench press.

Zarius's goal is to soon be able to press 300 pounds – the amount needed to compete in his class for the 2016 Olympics.

"Train, train, train, train," said Zarius. "Those are my preparations; it's what I do. I sleep, eat, and breathe my hopes and dreams for these upcoming games."

Zarius is also in the process of putting together a foundation for youth with disabilities as a way to promote awareness and to give back to a community that has been so supportive of him over the years.

"ADRS is a great organization and has helped shape me into who I am today. Anyone can become disabled at any point in time, and these systems are in place to build a foundation of success for people who need a little push to help them succeed," Zarius said. "No one knows what the future holds, but wherever my future leads me, ADRS will be there, and for that, I am grateful."

Right, Zarius Walker's trainer, Andrew Flatt, spots him while he holds two 75-pound barbells over his head

Below, Zarius listens to music to prepare him for another strenuous upper body workout as he trains to compete in the 2016 Olympic and Paralympic Games



"I MAY HAVE A CONDITION THAT MAKES DOING THINGS MORE DIFFICULT, BUT I DEFINITELY DO NOT LET IT HINDER MY ABILITIES."



Partners in Success

- Zarius Walker
- Vocational Rehabilitation Service
- Children's Rehabilitation Service
- Shriner's Hospital for Children

Joe Andrew Butler

Montgomery



Above, SAIL Case Manager Steve Autrey checks in with Joe Andrew Butler and his mother, Reneé

Bottom right, Reneé is pleased to once again have her son back at home

Two years ago, when Reneé Butler could no longer physically care for her 14-year-old son Joe Andrew, she had no alternative but to send him to the Montgomery Children's Specialty Center nursing home.

"Making that decision was tough," she said. "I never wanted him to go, but I just couldn't properly lift or care for Joe Andrew with my bad back."

Though she was satisfied knowing Joe Andrew, who is severely affected by spina bifida, was getting the care she could never provide him herself, Reneé sought out ways to bring her son back home, where he belonged.

"It was the last day of May when Reneé called me," said CRS Care Coordinator Kim Lewis. "She was requesting supplies, anything really, that would let her get Joe Andrew out of the nursing home. That route was going to be an uphill battle, and she still might not have gotten everything to do it all herself, so I told her there was a better way."

That better way, as Kim explained to Reneé, was the Alabama Community Transition (ACT) waiver, a State of Alabama Independent Living (SAIL) program intended to move individuals in institutions back into the community.

On Aug. 1, 25 months after leaving, Joe Andrew, now 16, returned to the loving home he left by no choice of his own.

Steve Autrey, SAIL case manager, is currently guiding Joe Andrew's journey back to home life. In addition to the 48 hours of nursing assistance Joe Andrew receives each week, SAIL also provided a Hoyer patient lift to help properly transfer the young man from bed to chair.

"The transition from the nursing home back to his real home couldn't have gone any smoother," said Reneé. "We were new to the ACT waiver program, and Mr. Autrey really went out of his way for us. I know my son belongs at home, and I just wouldn't have been able to do it without ADRS or SAIL."

In the months since returning home, Joe Andrew is much happier and responding better to the care he currently receives at home thanks to SAIL.

"This experience has been amazing," said Reneé. "I expected the process to be stressful, but instead, I feel like I have as close to a normal life as is possible, all thanks to SAIL and Mr. Autrey. If I, for whatever reason, need to leave the house, I can actually do that now without too much worry. Before, I didn't know where to turn, and now I feel like we have all the right directions. ADRS has really given me assurance and peace of mind."



Partners in Success

- Joe Andrew Butler and family
- State of Alabama Independent Living
- Children's Rehabilitation Service



SAIL and VR collaborated to enable Garrett to work his technology support job out of his home



Garrett Anderson

Huntsville

Though muscular dystrophy has made life a constant struggle for 28-year-old Garrett Anderson, he has never once allowed it to limit his hopes, dreams, or ambitions. Rather, thanks to assistance he receives through VR and SAIL, his ambitions only continue to grow.

Garrett developed a love of computers at a young age and decided he wanted to pursue a career in videogame design or 3-D computer animation. The goals evolved a bit over the years, but he never strayed from his interest in and affinity for information systems.

With a wow-inducing 28 on his ACT, and VR to assist with tuition, books, transportation, room and board, and accommodations, Garrett was able to go pretty much wherever he wanted. He settled in at St. Andrews Presbyterian College in North Carolina, but finished his education closer to home at the University of Alabama in Huntsville after getting critically ill while attending St. Andrews.

"SAIL and VR made it possible for me to go to school," Garrett said. "They put all the tools in place for me to succeed, and I'm grateful for all they did."

Madalyn Taylor, SAIL case manager, got involved with helping Garrett while he was enrolled at UAH. Through the Technology Assisted Waiver and, later, the SAIL waiver, Garrett receives personal care, medical supplies, use of a ventilator, and a

registered nurse for eight hours a day.

"Madalyn deserves an award," said Wiffi Anderson, Garrett's mother. "It's unbelievable just how far she goes so out of her way to assist us."

When Garrett was offered a job to provide tech support from home, VR was there to assist in properly setting up his work center. Ashley McLeroy, ADRS rehabilitation engineer, provided a full evaluation and recommended dual articulating monitor mounts, an articulating keyboard, true arm support with mouse tray, a compact keyboard, and a noise-canceling headset with microphone.

Never content to rest on his laurels, Garrett recently received A+ certification to improve his chances for career advancement.

"It's amazing," Garrett said. "Working 35 hours a week at home is really fulfilling, and I can't thank ADRS enough for all they have done and all the encouragement they have provided me. My job's not perfect, but it is a great start, and one day soon, I know I'll be using more of my degree and qualifications."

Said Wiffi, "With Garrett working, it helps me, too. The money he makes is enough to help me with the bills, and I love it. It's so good to know these systems are in place for my son to improve his quality of life. ADRS has helped us both through it all."



Partners in Success

- > Garrett Anderson
- > State of Alabama Independent Living
- > Vocational Rehabilitation Service



Above, Senior Rehabilitation Counselor LeeAnn Brooks helped Charlene Cooper with orientation and mobility. Right, Charlene codes braille, which she learned while at the E.H. Gentry training facility



Charlene Cooper

B i r m i n g h a m

Transformed. Upbeat. Energetic. Resilient. Charlene Banks Cooper epitomizes each of these words, and though her journey to full employment is yet to conclude, her drive and determination will ensure her swift arrival at those gates.

Charlene first began to have vision problems in 2003. After progressively worsening, she sought VR assistance in 2007.

"At the time, Charlene was considered a RAVE (Retaining A Valued Employee) Program case," said Senior Vocational Rehabilitation Counselor LeeAnn Brooks. "She was able to successfully retain her job at Sitel Telemarketing after we provided her with ZoomText magnification, a large monitor, and an Amigo handheld magnifier."

Following the workplace accommodations, Charlene's vision deteriorated rapidly, and after suffering a stroke, it became obvious she would need extensive rehabilitation before once again returning to the work.

"Don't count me out until the dirt is shoveled," Charlene said. "In other words, I'm not out of the game until I'm dead and buried. I will persevere."

Persevere, and thrive. When Charlene was back on her feet, LeeAnn sent her to E.H. Gentry at the Alabama Institute for Deaf and Blind for 15 months

of mobility, assistive technology, and independent living training. While there, Charlene became proficient in Braille and also met her future husband.

"After Gentry, I began doing paid work experience to start the last leg of my journey through Rehab," Charlene said. "I became involved, joining the American Council of the Blind, and settled into a volunteer position at the VA."

Her excellent work ethic was noticed, and in August, she was offered the position of dental medical office assistant with the Veteran's Affairs.

"She had the job, and she deserved it," said LeeAnn. "Unfortunately, there was a glitch in the hiring process, and they had to withdraw the offer after they realized they neglected to first offer the position to a qualified vet."

It's not the first time she has faced adversity, and it likely won't be the last, but it hasn't damaged her spirit. She continues to perform volunteer work and make herself available for when the right situation comes along.

"It's a bit of a setback, but VR has provided me with all the tools I need," Charlene said. "ADRS, Gentry, and LeeAnn have done so much, and they will continue to be there to guide me towards success. They've encouraged me, and I'm staying encouraged with their help."



Partners in Success

- Charlene Cooper
- Vocational Rehabilitation Service
- E.H. Gentry Training Facility

Jacy Todd

D a p h n e

It was Aug. 1, 2012, and Assistant Coach Jacy Todd was on his way to Daphne High School to prepare for the upcoming school year and mow the grass on the football practice field.

Then, in an instant, his life changed. In an accident that very nearly cost him his life, Todd was ejected from his white Chevy Tahoe. The resulting injuries left him with a spinal cord injury, paralyzed from the chest down.

Following the accident, Coach Todd was airlifted to the University of South Alabama Medical Center, where he fought for his life for 27 days. Upon regaining consciousness, he spent three more months in rehabilitating his spinal injury at the Shepherd Center in Atlanta.

"I consider myself a changed man," said Coach Todd. "Against my doctors' recommendations, I returned to work at Daphne on Jan. 2. The crash, it changed me. I'm excited to do everything now. You know those days where you just don't want to go to work? I don't get those anymore because I am just so happy to be here on this earth."

Getting Coach Todd back in the field house proved to be quite the challenge, however, since the coaches' offices are on the second floor and there is no elevator. ADRS worked with Baldwin County Schools to install a wheelchair elevator in the field house to allow him to get back to work.

Also helping Coach Todd on to the field

each practice is an all-terrain power chair, courtesy of ADRS. Outfitted with large, knobby tires, the chair enables the coach to safely traverse the steep slope from the field house to the practice field.

Of course, returning to work wasn't without its difficulties. ADRS Rehabilitation Technology Specialist Jeffrey Mega and Lorinda Day, ADRS business relations consultant, collaborated with Gulf Coast Rehab in meeting all of his technological accommodations to ensure a successful transition back to his coaching job.

"I feel completed," said Coach Todd. "Spending all of that time in hospitals, I was ready to head back to work. Hanging around home would be terrible, but without the expertise and assistance of ADRS, I really wouldn't have had much of a choice in the matter."

Kayla Freeman, the rehabilitation counselor managing the coach's return to Daphne High School, admitted that stories like Todd's are what made her want to have a career in vocational rehabilitation in the first place.

"Jacy - Coach Todd - has been an inspiration to me," she said. "It is really moving when you see someone return to doing something he has a true passion for. It's never easy and will always be an uphill battle, but he's been positive, enthusiastic, and has always done everything we've needed him to."



With the help of VR, Jacy Todd was able to return to coaching football at Daphne High School much faster than anyone imagined following a catastrophic wreck that left him paralyzed below the waist

"YOU KNOW THOSE DAYS WHERE YOU JUST DON'T WANT TO GO TO WORK? I DON'T GET THOSE ANYMORE BECAUSE I AM JUST SO HAPPY TO BE HERE ON THIS EARTH."



Partners in Success

- > Jacy Todd
- > Vocational Rehabilitation Service
- > The Shepherd Center

Rickey Williams

Talladega

Even though Rickey Williams was well aware of a persistent vision problem that had plagued him for years, taking care of himself, including his career, had taken a backseat while he dutifully cared for the health of his ailing grandfather.

Years later, after his grandfather passed away, Rickey wanted to re-enter the workforce, but the tech career he had temporarily abandoned had advanced so much it had left him far behind.

"I had given up everything I had to care for my grandfather," Rickey said. "After he died, I had nothing. No income, little work experience, poor family support. I was basically homeless."

Thankfully, ADRS Rehabilitation Counselor Joey Richey had the vision to provide Rickey all of the tools to get him back on his feet and rejoin the workforce he abandoned many years ago. Joey recommended the complete job skills training program – beginning with independent living and mobility training – at E.H. Gentry at the Alabama Institute for Deaf and Blind in Talladega.

"In Rickey's case, we basically had a clean slate," Joey said. "Before we could even think about his career, we needed to provide him a strong foundation."

Rickey spent one year at Gentry and

absolutely thrived there. His experience in Talladega was so positive that he jumped at the chance of a career opportunity at Alabama Industries for the Blind once his training was successfully complete.

As he re-established himself there, ADRS provided all of his assistive technology necessities for a new apartment, including a white cane, talking watch, and magnifier.

"I know it sounds cliché, but we hooked Rickey up," said Joey. "It's been a total transformation for him, to go from the low of not knowing where you will be sleeping that night to having a career and a place to call your own. Outcomes like that are what VRS is all about."

Although doctors have told Rickey that he will eventually lose the remainder of his sight, his future is looking brighter than ever.

"Thanks to ADRS, I am blessed with the opportunity to live independently and be a productive member of society," Rickey stated. "I consider myself a patriotic man, and I've got great deal of pride in my job making bags for military use. Before ADRS, I was slipping through the cracks. These services are important for those who need them. I know I'd hate to return to where I was without them."



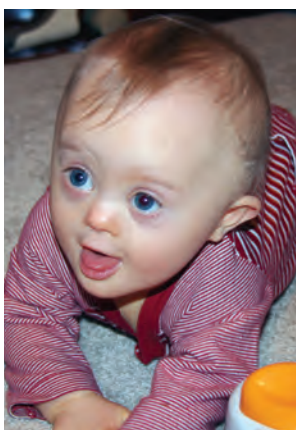
Above, Rickey Williams is successfully employed at Alabama Industries for the Blind. Below, Rickey shows Joey Richey, his vocational rehabilitation counselor, his work at Alabama Industries for the Blind

"BEFORE ADRS, I WAS SLIPPING THROUGH THE CRACKS. THESE SERVICES ARE IMPORTANT FOR THOSE WHO NEED THEM. I KNOW I'D HATE TO RETURN TO WHERE I WAS WITHOUT THEM."

Partners in Success

- > Rickey Williams
- > Vocational Rehabilitation Service
- > E.H. Gentry Training Facility





ALABAMA'S EARLY INTERVENTION SYSTEM



serving infants
and toddlers

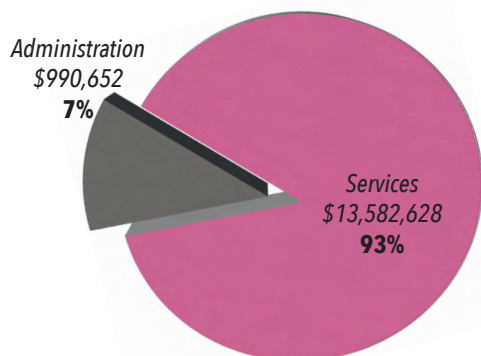
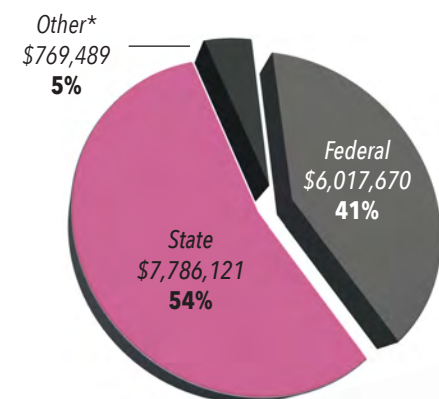
The Larisey family - Walt, Cole, Amber, and Luke - received services from EI programs in Tuscaloosa



**EVERY DOLLAR SPENT
ON EARLY INTERVENTION
SAVES \$7 IN FUTURE COSTS**

EI by the numbers

More than \$ 14.5 million in services to infants, toddlers, and families



*Medicaid reimbursements

The early years are critical to the success of any child, but they are especially vital for a child who has a developmental delay or disability.

Created as the first step in ensuring that all children start school ready to learn, Alabama's Early Intervention System (AEIS) is an essential component in assuring lifetime success for children with disabilities and developmental delays.

Through its coordinated, community-based, family-centered system of support and services, EI works collaboratively with families, community organizations, and public and private service providers to assist with a child's development as well as with a family's ability to help their child develop and learn.

Studies show that 85 percent of a child's brain development occurs by the age of 3, and investment in early childhood programs results in more-effective public schools, more-educated workers, and less crime.

Early Intervention is also a good investment, with studies indicating that every dollar spent on early intervention saves \$7 in future costs.

There are more than 50 early intervention programs in local communities across Alabama delivering services and supports to infants and toddlers and their families in their natural environments. In home and community settings, such as child-care centers, mother's-day-out programs, or city parks, youngsters with disabilities are able to participate in daily activities with their peers who do not have disabilities.

To be eligible for Early Intervention services, a child must be younger than 3 years old and experience delays in hearing, seeing, walking, talking, or learning or have a diagnosed condition that has a high probability of resulting in delays.

Infants and toddlers may be referred to EI by calling the toll-free Early Intervention Child Find line, 1-800-543-3098 (en Español, 1-866-450-2838).

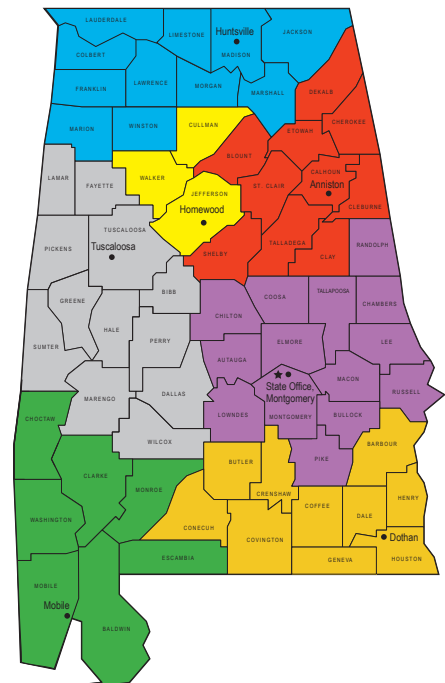
2013 program highlights

- > Provided services and supports to 5,893 infants and toddlers and their families.
- > Provided funding, technical assistance, and program monitoring to more than 50 local community early intervention programs statewide to ensure compliance with state and federal regulations. In 2013, programs continued to maintain a high level of compliance, and family survey results were excellent.
- > Continued to offer training and technical assistance on the regulations for early intervention under Part C of the Individuals with Disabilities Education Act (IDEA). Training focused on implementation of policies/procedures and best practice strategies with the goal of ensuring that all children are ready for preschool and kindergarten.
- > Was ranked again in the highest category of "Meets the Requirements of the Individuals with Disabilities Education Act" as determined annually by the U.S. Department of Education Office of Special Education Programs based on compliance with federal regulations. Specific factors affecting Alabama's determination included the provision of valid and reliable data reflecting measurement of each required indicator and reported high levels of compliance on all indicators.
- > Provided financial training and technical assistance to staff of EI programs to develop a clear understanding of the requirements, responsibilities, and accountability controls necessary when providing EI services.
- > Continued the process of providing financial audits of EI programs to ensure that funds are being used according to state and federal policies and procedures.
- > Submitted an Annual Performance Report (APR) and State Performance Plan (SPP) that evaluates Alabama's efforts in implementing the requirements and purposes of early intervention and describes how Alabama will improve such implementation. ADRS, as the lead agency for Alabama's Early Intervention System, must report annually to the public on the performance of each local EI program based on the targets found in the SPP. These individual program profiles may be found on the ADRS website.
- > Continued to collaborate, coordinate, and communicate with other early childhood partners, including the Alabama Department of Mental Health, Head Start, the Alabama Department of Education, the Alabama Institute for Deaf and Blind, the Alabama Department of Children's Affairs, ADRS' Children's Rehabilitation Service division, the Alabama Department of Human Resources, the Alabama Partnership for Children, and the Alabama Respite Coalition. Ongoing joint trainings were provided to staff throughout the year, resulting in improvements in the referral process, strengthening the service delivery system, and enhancing supports to children and families.

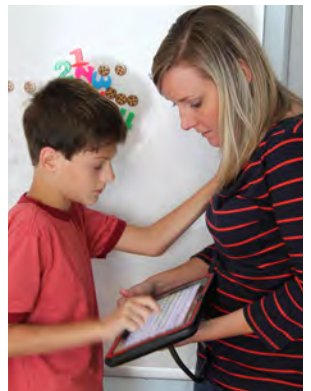
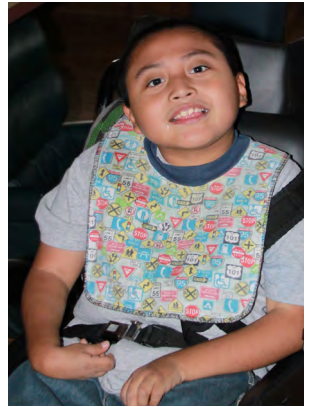


EI served Cayden Finley in FY 2013

EI OFFICE LOCATIONS



CHILDREN'S **REHABILITATION** SERVICE



serving children
and youth





The Augmentative Communication Technology (ACT) Clinic is one of several clinics offered by Children's Rehabilitation Service

CARING DOCTORS, NURSES, THERAPISTS, AND OTHER SPECIALISTS SERVE AS AN EXTENDED FAMILY

For parents of children and teens with special health care needs, Children's Rehabilitation Service can be a valuable lifeline.

Caring doctors, nurses, therapists, and other specialists serve as an extended family, providing the support, information, and disability expertise that each child needs to succeed at home, in the classroom, and in the community.

Throughout the state, CRS collaborates with school systems to provide expertise and consultation for assessment, evaluation, therapy services, and assistive communication devices, helping children with special health care needs to participate more fully in school.

Fourteen community-based offices provide a team approach, bringing together health care specialists from many fields to provide services specially tailored to each individual family.

SERVICES INCLUDE:

- **Information and referral:** links families to community resources and services
- **Care coordination:** assists the child and family in identifying, accessing and utilizing community resources to effectively meet their individual needs
- **Clinical evaluation:** identifies the unique needs of a child with feeding problems, communication challenges, or special diagnostic needs
- **Clinical medical:** operates specialty clinics throughout the state
- **Patient/family education:** provides information necessary to carry out treatment regimens and to make informed choices about services
- **Parent Connection:** provides a network of family support
- **Youth Connection:** facilitates youth involvement with policy development and decision-making.

Services are available to any Alabama resident with special health care needs who is younger than 21; individuals with hemophilia are eligible for services into adulthood.

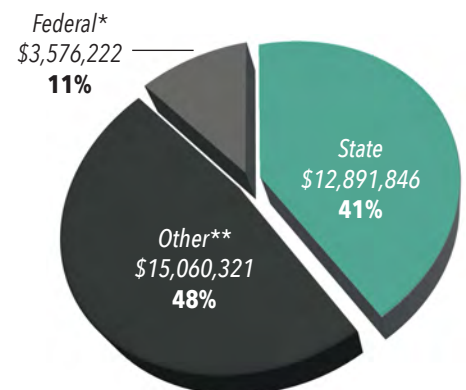
Treatment options vary, ranging from clinical interventions and medication to specialized equipment and therapy services to care coordination and referral to community resources as needed.

Families can receive services regardless of their income. Financial participation is on a sliding scale, based on each family's needs and resources.

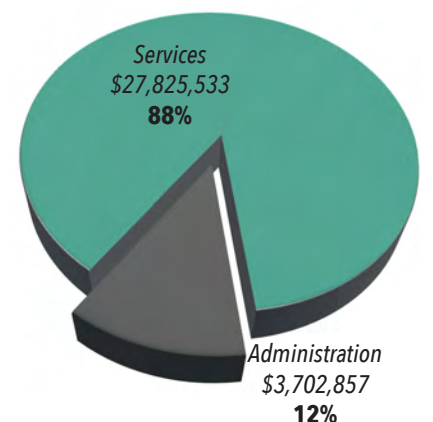
CRS by the numbers

More than \$ 31.5 million in services for Alabama's children and youth

Source of Revenue



Use of Revenue



*Federal grants

**Medicaid, insurance reimbursements

2013 program highlights



CRS served 10,236 children and youth in FY 2013

CHILDREN'S REHABILITATION SERVICE

- Served 10,236 children and youth with special health care needs, including 232 with no insurance, through the CRS clinical programs.
 - Provided 2,539 information and referral services.
 - A total of 6,069 client contacts resulted in connection to \$381,262 of community resources with estimated values as follows:
 - Audiology-related goods/screening services, \$10,719
 - Food assistance, \$5,115
 - Medical supplies, \$55,403
 - Nutrition-related items, \$33,525
 - Ramps, \$11,300
 - Prescription medication assistance, \$20,562
 - Speech-language-related items, \$9,553
 - Utility bill assistance, \$6,459
 - Wheelchair-related items, \$52,253
 - Miscellaneous items, \$64,365
 - Medicaid NET travel reimbursements were expedited for an estimated total of \$111,008.
 - Presented at the Alabama State University-University of Alabama at Birmingham Maternal and Child Health (MCH) Pipeline Course career panel.
 - Partnered with Alabama State University to provide observation and/or practicum experiences for students interested in physical therapy, social work, and other health-related or MCH professions/careers.
- (HRSA) Maternal and Child Health Bureau for the State Implementation Grant for Systems of Services for Children and Youth with Special Health Care Needs (D70). Funding from this grant has been used to improve the system of care for all children and youth with special health care needs in Alabama over the past two years.
- Placed six care coordinators in six pediatric practice sites across Alabama using D70 funds.
 - Continued funding a youth consultant position to assist with D70 activities using grant funds.
 - Held a learning collaborative training for D70 care coordinators and other grant staff, led by a national presenter. Staff learned strategies and methods for the development of a learning collaborative for medical home improvement.
 - Partnered with Family Voices of Alabama to present the Partners in Care Summit in Prattville, with a focus on transition.

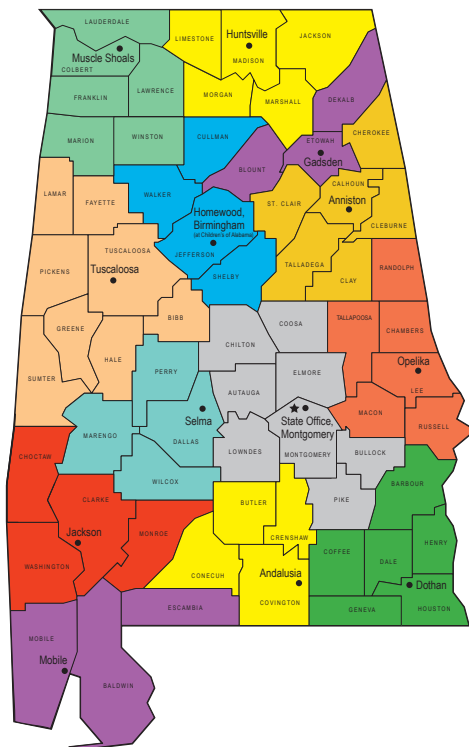
CRS-HEMOPHILIA PROGRAM

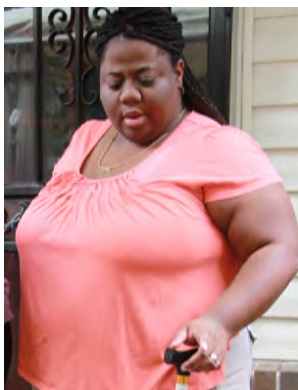
- Served 308 people with bleeding disorders.
- Served 29 uninsured participants.
- Provided 12 pediatric Hemophilia Treatment Clinics in Birmingham.
- Provided 12 adult Hemophilia Treatment Clinics in Birmingham.
- Provided six Hemophilia Treatment Clinics in Mobile.
- Provided two satellite pediatric Hemophilia Treatment Clinics in Montgomery.
- Provided 826,000 units of clotting factor at a cost of approximately \$715,000.

D70 GRANT HIGHLIGHTS

- Received Year III funding from Health Resources and Services Administration

CRS OFFICE LOCATIONS





VOCATIONAL **REHABILITATION** SERVICE

serving teens
and adults

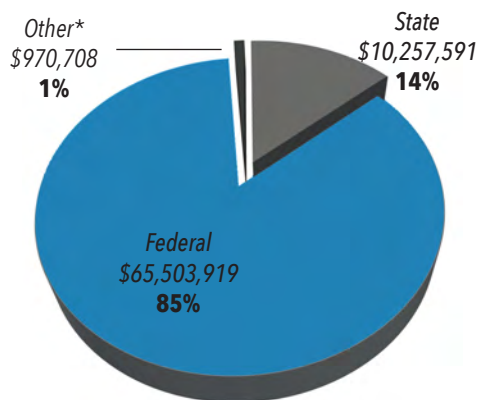
In FY 2013,
VRS provided
services
to 31,246
Alabamians



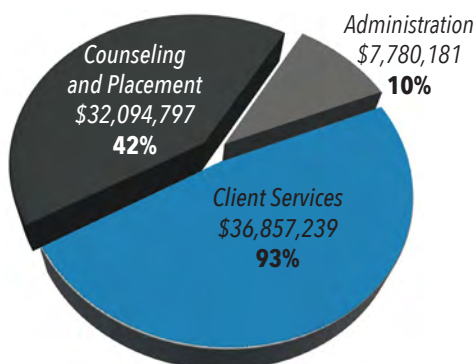
VRS PARTNERS WITH HIGH SCHOOLS, VOCATIONAL SCHOOLS, JUNIOR COLLEGES, AND UNIVERSITIES STATEWIDE

VRS by the numbers

More than \$ 76.7 million to provide
direct services to teens and adults



Source of Revenue



Use of Revenue

*Social Security reimbursements

Each year, Vocational Rehabilitation Service's general and blind/deaf programs offer specialized employment and education-related assistance to tens of thousands of teens and adults with disabilities. Whether the person is a young adult going to school to prepare for his or her first job or an older adult trying to remain employed, VRS can help.

With individually tailored services offered through 21 offices statewide, VRS matches people to jobs. In fiscal year 2013, VRS provided services to 31,246 Alabamians and assisted 4,588 people with disabilities in achieving their dream of employment.

Partnerships are the key to VRS' success and the successes of those it serves. To assure consumers achieve in the classroom, VRS partners with high schools, vocational schools, junior colleges, and universities statewide to assist students with disabilities in receiving appropriate educational opportunities.

VRS also works closely with Alabama employers, marketing its trained, job-ready consumers and a wide range of consultant services to Alabama's business community.

For the thousands of Alabamians with disabilities who receive services, though, VRS is more than a monetary return. For them, employment means pride, dignity and independence.

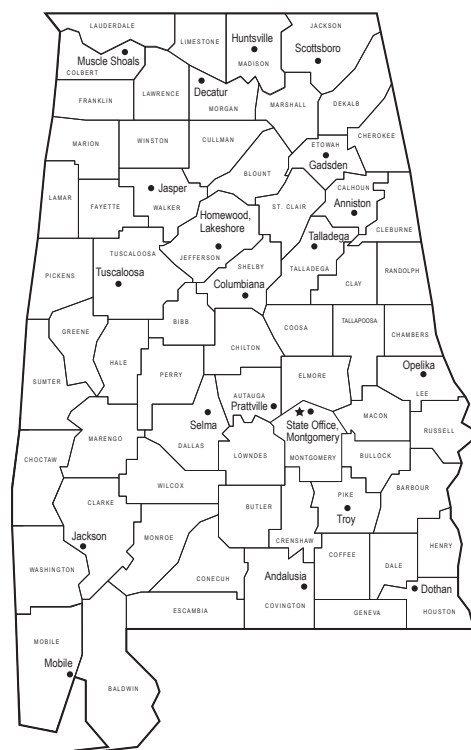


Janice Ruffin, who is visually impaired, is able to work in her office at Alabama Power using a screen magnifier and zoom text software

2013 program highlights

- Successfully rehabilitated into employment 257 consumers who received Supplemental Security Income or Social Security Disability Income.
- Held the 2013 Youth Leadership Forum on the campus of Troy University. Thirty high school juniors and seniors attended, participating in seminars on leadership, self-advocacy, career planning, independent living, assistive technology, and developing a Personal Leadership Plan. The five-day event is sponsored by ADRS, the Alabama Department of Education, the Alabama Governor's Committee on Employment of People with Disabilities, the Alabama Council on Developmental Disabilities, the Governor's Office of Faith-Based and Community Initiatives, and Troy University.
- Partnered with Auburn University to conduct a transition training conference, providing ADRS transition staff with updated information on providing quality services to students transitioning from school to work or college.
- Conducted the "2013 Ability Counts" Poster Journalism Awards competition. This event invites junior high, senior high, and postsecondary students to write essays and design posters that emphasize the abilities of people with disabilities.
- In conjunction with the Blind/Deaf Services division, conducted a "Boot Camp for New Counselors." This training provided counselors with less than three years of experience an intensive training on policy, casework, and program information.
- Continued the Alabama Head Injury and Spinal Cord Injury Registry for Survivors of Spinal Cord and Traumatic Brain Injury in Alabama in conjunction with the Alabama Department of Public Health, the Alabama Head Injury Foundation, and the UAB Center for Injury Sciences.
- Partnered with the Alabama Department of Human Resources to continue the Independence Through Employment grant, serving 2,187 consumers and helping 251 consumers become self-sufficient.
- Conducted statewide training for VR staff on practices related to serving consumers who receive SSDI or SSI payments.

VRS OFFICE LOCATIONS



Mary Quade reads a document while OASIS Rehabilitation Teacher Reine Lewis assists



The VRS Blind and Deaf Program provides assistance to Alabamians statewide through its Blind Services, Deaf Services, and OASIS (Older Alabamians System of Information and Services) programs. Services are delivered through a team of specialized professionals, partnerships with consumer organizations, and other state and private organizations that serve people who are deaf, blind, or deaf-blind.

- Served more than 4,342 individuals with significant vision or hearing disabilities through individual employment programs. These services assisted 665 individuals with significant visual and hearing impairments in entering the workplace.
- Continued an eight-year trend of increasing entry-level wages of blind and deaf consumers entering the workforce to an average wage of \$13.02 per hour.
- Provided services to 1,668 individuals to allow them to function independently.
- Provided services to 288 blind adults, teaching them to travel independently using a white cane.
- Provided instruction and services to 1,149 senior citizens with age-related blindness to assist them in remaining independent in their homes.
- Purchased 17 closed circuit television magnification devices for low-vision consumers and recycled 30 similar devices of former consumers
- Held the third annual session of Camp SAVI (Seniors Adapting to Visual Impairment), a camp designed to assist seniors with vision loss in living more independently
- Through the rehabilitation audiology program, served 333 consumers, with 217 fitted for hearing aids and 472 receiving consultation/follow-up.
- Provided 9,338 hours of interpreter services to 1,587 consumers (These hours do not include hours of interpreter services provided by vendor interpreters paid for by ADRS.)
- Developed collaborative agreements and strategic partnerships with the Alabama Institute for Deaf and Blind (AIDB), Troy University, Mississippi State University, and the Alabama Registry of Interpreters for the Deaf to improve and expand services throughout the state.
- In partnership with AIDB, sponsored two transition events to assist students who are blind or visually impaired and their parents in becoming familiar with resources that would facilitate each student's transitioning from high school to postsecondary education or training and then to employment.
- Collaborated with AIDB and the alumni of the Alabama School for the Blind to present the Technology Symposium, which provided individuals who are blind, low vision, or deaf-blind and professionals who work in the field of blindness or deaf-blindness the opportunity to receive training and hands-on exposure to current technology.
- Continued the partnership with the National Weather Services (NWS) of Huntsville to provide Weather Spotter Training specifically for the deaf and hard-of-hearing community.
- Continued the collaboration with the Alabama Emergency Management Agency (AEMA) to provide interpreters for Gov. Robert Bentley's media conferences concerning state emergencies.
- Supported leadership development activities for blind and deaf high school and college students.
- Expanded summer work experiences to 61 blind and visually impaired students and 36 deaf and deaf-blind multi-disabled students.

ASSISTIVE TECHNOLOGY SERVICES

Throughout the state, thousands of Alabamians with disabilities are able to become more independent every year through Assistive Technology Services.

The statewide rehabilitation technology specialist team is comprised of individuals with backgrounds in engineering and industrial design who partner with other assistive technology professionals – including computer specialists, occupational therapists, speech-language pathologists, and physical therapists – to provide high-quality services to Alabama's children and adults with disabilities.

Rehabilitation technology specialists (RTSs) systematically apply engineering methodology and scientific principles to evaluate and provide technological solutions to children and adults in areas such as mobility, communications, vision, hearing, and cognition in activities associated with employment, education, independent living, and community integration.

RTSs evaluate the functional abilities of people with disabilities, the tasks they perform, and the environments they live and work in to recommend off-the-shelf, modified, or customized technology solutions to increase their independence.

IN FY 2013, THIS PROGRAM:

- > Provided 459 assistive device services to ADRS consumers.
- > Provided 86 engineering design services.
- > Provided AT training or demonstrations to 96 individuals.
- > Provided follow-up or coordination of services to 309 consumers.
- > Provided one or more services to 367 VRS consumers, 77 CRS consumers, and 26 consumers of other ADRS programs.
- > Provided services to 146 Children's Rehabilitation Service consumers through Augmentative Communication Technology (ACT) clinics.



Rehabilitation Technology Specialist Bynum Duren designed and constructed a desk used by CRS consumer Jacob Sanford in the classroom to accommodate his wheelchair

459
number of
consumers
receiving assistive
device services

*BEP vendor Robert Kelly
operates the Riverfront
Inn on Maxwell Air Force
Base, Alabama's largest
dining facility*



30

BLIND VENDORS IN THE BUSINESS ENTERPRISE PROGRAM VENDORS OPERATE MORE THAN 100 FACILITIES THROUGHOUT THE STATE

Thanks to the federal Randolph-Sheppard Act of 1936, the U.S. Department of Education, and the Alabama Department of Rehabilitation Services, the Alabama Business Enterprise Program for the Blind continues its 67-year tradition of excellence and success.

Alabama's BEP boasts the third-highest number of blind vendors per capita of any state and provides employment for 96 blind vendors and licensees in snack bars, cafeterias, vending machine facilities, vending routes, a gift shop, and five federal dining hall operations statewide. Vending machine operations continue to account for the majority of these facilities with Alabama's vendors operating approximately 64 vending machine routes – more than any program in the country. Alabama's blind vendors also employ 337 other Alabamians, including persons with disabilities, to assist in their small business operations. Despite a

challenging economic environment in FY 2012, the Alabama BEP achieved \$27,323,369 in gross sales while increasing average income per vendor to \$37,557 – a 10 percent boost over the previous year.

The Alabama BEP continues a successful partnership agreement with the Alabama Department of Corrections whereby blind vendors actively manage 10 work release canteen facilities. This joint effort has proven to be a valuable win-win for both departments, providing long-term jobs for work release vendors and above-average earnings.

The BEP formula for success is based on aggressive site recruiting by 12 area representatives, comprehensive managerial and technical support, a close relationship with our training partners at the Alabama Institute for the Deaf and Blind, the consistent "can-do attitude" of our vendors, and ADRS' strong relationship with the Elected Committee of Blind Vendors.

\$37,557

average income of an Alabama BEP vendor

ADRS-LAKESHORE REHABILITATION FACILITY



The Adaptive Driving program operated by ADRS-Lakeshore, enables individuals with limited mobility throughout the state to drive by providing vehicle modifications and lessons to use them

The Alabama Department of Rehabilitation Services operates Lakeshore Rehabilitation Facility located in Birmingham. This facility serves individuals with disabilities statewide through such programs as Vocational Evaluation, Career Exploration, College Preparation, Assistive Technology, and Adaptive Driving.

As a result of the shift in our referral population as well as the ADRS emphasis on providing services to those who need it the most, we have continued to develop services designed to serve those with the most-significant disabilities.

IN FY 2013, ADRS-LAKESHORE:

- Further developed services designed to assist those with sensory impairments in entering the world of work. This effort included specialized training for the evaluator serving the blind/low-vision population.
- Continued to develop group-based services based on the career needs of our consumers. A new group called ACES is being offered statewide in addition to our longstanding groups CONNECTIONS, CREST, and

CONNECTED. These groups are offered throughout the year to assist young adults in developing appropriate social skills/soft skills for the workplace.

- Continued to grow employability development services, including a designated staff person to focus on individualized social skills training.
- Evolved College Preparation programs into one- to two-day sessions in high schools throughout the state, as well as the five-day program offered during the summer in Birmingham, Anniston, Tuscaloosa and Blount County.
- Enhanced evaluation services to include the impact of technology on the evaluation process. Also, began putting in place additional services to enhance one-on-one evaluations with consumers with the most-significant disabilities.
- Added additional trainers to the Adaptive Driving program to increase efficiency in serving consumers across the state.

COMMUNITY REHABILITATION PROGRAMS

Located throughout Alabama, the community rehabilitation program (CRP) network of private organizations has been providing services to ADRS consumers for more than 70 years.

IN FY 2013:

- The ADRS network of 24 CRPs served 5,569 ADRS consumers. Of that number, 1,535 were closed as rehabilitated into jobs after receiving a facility service.
- The average wage for these jobs was \$8.19.
- A total of 2,947 consumers entered the STEPs to Employment program, with 1,480 maintaining employment for 90 days or longer.
- Additionally, 72 percent of the consumers served in the CRP network were identified as "severely disabled" or "most severely disabled."

Consumer satisfaction surveys continued to show positive responses to services provided by the CRP network, including evaluation, vocational

training, job readiness, job search activities, and job placement.

Again in FY13, funding was made available for all CRPs to offer a special Summer Employment Program, and 13 facilities participated in this effort. Participating CRPs developed comprehensive, job-oriented curriculums and work activities for both transition and general caseload consumers.

ADRS requires that our CRPs be accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF), the accreditation standard for community-based providers in the field of rehabilitation. This year, several of our CRP partners went through the intensive three-day review. The highest award is an accreditation for a three-year period, and each of these facilities attained this status.



SUPPORTED EMPLOYMENT ASSISTS ADRS CONSUMERS WITH THE MOST-SIGNIFICANT DISABILITIES ...

...who need ongoing support to obtain and retain competitive integrated employment.

Alabama contracts with 39 supported employment providers. All contracted providers participate in the following services: community-based situational assessments, the Discovery process (intensive personal assessment process that matches consumer interests, needs, strengths, and barriers and includes input from a team to facilitate better job matches; may include job "carving" or customizing), individualized job development and placement, job analysis, sequence of job duties, job coaching, employer and consumer satisfaction reports, identification of natural supports, and extended supports.

In FY 2013, more than 730 consumers completed situational assessments in the community or the Discovery process. Four Supported Employment programs are currently piloting the more person-centered approach and team collaboration on all consumers referred for Supported Employment.

IN FY 2013, THIS PROGRAM:

- > Served 967 consumers, assisting 360 in securing competitive, integrated employment.
- > Closed 275 consumers successfully, with those consumers working an average of 21 hours at \$7.54 an hour, collecting annual wages of \$8,735.00.
- > Expanded Project SEARCH to six sites in Alabama. This unique, collaborative transition program takes seniors in their exiting year of



Project SEARCH, a unique collaborative transition program for high school seniors, expanded to six sites in FY 2013

school and places them at a worksite for one year. These "interns" complete up to three rotations at the business site, acquiring skills necessary for competitive employment. They learn complex, repetitive tasks and work in highly skilled areas. The employment rate for last year's participants is between 70 percent and 80 percent.

- > With the Alabama Department of Mental Health-Mental Illness/Substance Abuse division, completed a workshop with personnel from four mental health centers in attendance.
- > Participated in the federal Office of Disability Employment Policy's Employment First State Leadership Mentoring Program (EFSLMP).

967

consumers served by supported employment

TRAUMATIC BRAIN INJURY SYSTEM OF CARE

ADRS is the state's lead agency in traumatic brain injury (TBI) and a source of education and resources for survivors, professionals, and organizations. Services funded by ADRS and the Impaired Drivers Trust Fund (IDTF) assisted more than 3,200 Alabamians with TBI during FY 2013. Services included community re-integration, housing, respite care, independent living, resource coordination, attendant care, medical supplies, assistive equipment, cognitive, recreation, and employment.

ADRS collaborates with the Alabama Head Injury Foundation (AHIF), the Alabama Department of Public Health (ADPH), the University of Alabama at Birmingham (UAB), and other agencies, consumers, and family members to oversee and monitor the Alabama State TBI Plan.

IN FY 2013, THIS PROGRAM:

- > Created AlabamaTBI.org, a resource site for service providers, staff,

individuals with brain injury, and family members.

- > Created a Prevention Committee of the AHITF to develop a TBI prevention guide/measures within the current Alabama State Action Plan related to prevention of children/youth maltreatment, intentional violence, and suicide.
- > Collaborated with UAB/Children's of Alabama to create a webcast geared towards emergency room concussion management for rural physicians.
- > Continued partnership with UAB's TBI Model System, one of 16 programs funded by the National Institute of Disability Rehabilitation and Research improving care and outcomes for individuals with TBI.

ALABAMA GOVERNOR'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

The Alabama Governor's Committee on Employment of People with Disabilities (AGCEPD) educates the public about the benefits of hiring people with disabilities while promoting greater independence for people with disabilities.

Major initiatives of the AGCEPD for FY 2013 included:

National Disability Employment Awareness Month (NDEAM)

"A Strong Workforce is an Inclusive Workforce: What Can YOU Do?" was the national theme for the dozen local events throughout Alabama. Some 109 certificates of recognition from the governor were awarded to employees with disabilities, professionals, media, youth, and educators for their accomplishments related to employment of individuals with disabilities.

Disability Mentoring Days

Throughout FY 2013, ADRS business relations consultants worked with business partners in a variety of industries, including banking, retail, government, and the service industry, to coordinate more than 20 local Disability Mentoring days.

The events target high school students served by Vocational Rehabilitation Service and offer a day-long experience with a company to help students become acquainted with the world of work.

Alabama Governor's Youth Leadership Forum

The governor's committee continued its longstanding financial support of the Alabama Governor's Youth Leadership Forum, which is held each summer on the campus of Troy University. In 2013, some 30 high school students attended the five-day event, which teaches participants valuable and practical leadership skills.



The OfficeMax distribution center in McCalla was awarded statewide Partnership of the Year by the Alabama Governor's Committee on Employment of People with Disabilities in December 2012

STAR: ALABAMA'S ASSISTIVE TECHNOLOGY RESOURCE

Funded by the Rehabilitation Services Administration, STAR is Alabama's Assistive Technology Act program. Through its Reutilization, Training, and Alternative Finance programs and public awareness activities, STAR assists Alabamians with disabilities by improving access to and acquisition of assistive technology that enables them to live more productive and independent lives.

REUTILIZATION PROGRAMS

In FY 2013, STAR partnered with the six reutilization programs statewide. With STAR, these partnerships:

- > Saved Alabamians with disabilities \$1,880,083 by refurbishing assistive technology for reuse.
- > Received 5,349 requests for assistive technology items.
- > Received 2,647 donated items from communities.
- > Reused 2,660 assistive technology items.
- > Responded to 152 ADRS consumer requests.
- > Saved ADRS \$159,132 by providing needed assistive technology to ADRS consumers.

TRAINING PROGRAMS

Through its partnership with T.A.S.C. (Technology Assistance for Special Consumers) of UCP Huntsville, STAR offers assistive technology training modules/webinars for Alabamians with disabilities, family members, caregivers, schools, support groups, businesses, and other organizations providing services to people with disabilities. In FY 2013, STAR:

- > Provided 970 trainings
- > Directly impacted 18,488 individuals
- > Logged 25,984 visits to website

ALTERNATIVE FINANCE PROGRAM (AFP)

Alabama's Ability Loan Program, a partnership that includes ADRS, STAR, Southern Disability Foundation Inc., and AuburnBank, provides access to affordable low-interest/extended-term loans to purchase assistive technology equipment and/or other related services.

The program offers loans at a 4 percent and 6 percent interest rate. In FY 2013, the program provided 17 loans with a dollar value of \$264,293. The top three requested items were adaptive vehicles, mobility equipment, and hearing aids.

Various transition events, such as career fairs, help connect many high school students with disabilities to interested Alabama employers



ADRS TRANSITION FROM SCHOOL TO WORK SERVICES STRIVES TO ENABLE ...

... Alabama's students with disabilities to leave school as independent, productive, and contributing members of their communities.

During FY 2013, transition students comprised approximately half of all individuals served and placed into employment by ADRS counselors, with 16,626 transition students receiving services and 2,272 successfully employed.

In FY 2013, ADRS continued efforts to develop and improve transition partnerships, programs, and service models to meet the needs of students with more-significant disabilities and overcome barriers to employment and community living.

IN FY 2013, TRANSITION SERVICE:

- Continued College Prep Program services offered at five sites around the state, with more than 200 students participating.
- Continued collaboration with the Special Education Division of the Alabama Department of Education and the Department of Corrections to implement the Prison Transition Initiative for youth with disabilities incarcerated in adult prisons.
- Continued collaboration with Children's Rehabilitation Service to provide the Transition Liaison Council.
- Increased collaboration in the State Interagency Transition Team to encourage local areas to establish Community Transition Teams to address transition issues for youth with disabilities.
- Continued collaboration with the Alabama Governor's Committee on Employment of People with Disabilities, the State Department of Education, the Department of Mental Health, Troy University, the Alabama Council on Developmental Disabilities, and the Governor's Office for Faith-Based and Community Initiatives to provide the Alabama Governor's Youth Leadership Forum. In FY 2013, 30 exemplary youth with disabilities from throughout

Alabama participated in this five-day program designed to enhance leadership skills. Alumni of previous forums returned to work as staff.

- Established a statewide Transition Workgroup to develop a strategic plan for strengthening and improving "reinventing" transition services. Outcomes resulting from this workgroup include developments in the areas of assessment, outreach, resources, technology, and training.
- Supported many local transition events, such as career fairs, transition expos, mentoring days, summer employment readiness programs, and summer paid work experiences.
- Initiated two Project SEARCH programs in Alabama. These projects are collaborative efforts between the Alabama Department of Rehabilitation Services, the Alabama State Department of Education, Department of Mental Health, the Alabama Council for Developmental Disabilities, local school systems, and host business sites. The two projects are in Montgomery and Shelby counties, both partnering with hospitals as host business sites.

2,272

number of transition students successfully employed

BUSINESS RELATIONS



Gov. Robert Bentley was the honored guest at the opening of a specialized training facility for persons with disabilities housed within the OfficeMax distribution center in McCalla

Vocational Rehabilitation's business relations program, READI-Net (resources for employment and disability information), is the department's lead connection to Alabama businesses on disability in the workplace.

In FY 2013 the statewide team of 13 business relations consultants:

- > Assisted 1,513 VR consumers, providing 9,302 job readiness services to assist with employment.
- > Partnered with 1,208 companies, providing 6,002 no-cost services.

The most popular of the services included:

- > outreach and recruitment for a more diverse workforce
- > job candidate "try-outs" or on-site candidate evaluation at no cost to the company nor with any obligation to hire
- > job accommodations to restore full productivity
- > assistance with retention of valued employees whose job was affected by illness, injury, or disability, often most affecting an aging workforce
- > training for company staff on disability etiquette, legislation, and more
- > hiring and retention of workers with disabilities
- > mentoring opportunities for students with disabilities

STRATEGIC PARTNERSHIPS

Trusted relationships that were mutually beneficial between READI-Net and the following entities continue to bring diversity and disability to the workplace:

- > ABLE Network – the U.S. Business Leadership Network's Alabama chapter named best in the nation in 2013; uses a business-to-business approach for diversity in the workplace by exchanging best practices and offering employer-focused training opportunities in concert with READI-Net.
- > Alabama Industry Liaison Group (AILG) – connecting federal contractors to READI-Net resources that ease implementation of federal contractor mandates.

- > Chambers of Commerce and Society of Human Resource Management Chapters – affording local human resources staff a direct link to diverse recruitment and no-cost training for membership delivered by skilled READI-Net business relations consultants.
- > Office of Federal Contractor Compliance Programs and the Equal Employment Opportunity Commission – linking businesses that are addressing diversity and disability issues to our "business-friendly" team of consultants assisting with outreach, training, hiring, accommodation, and retention services.
- > Business Council of Alabama – affording BCA membership access to other Alabama business's best practices in dealing with disability in the workplace.



ADRS Rehabilitation Technology Specialist Jarrold Young installs a laptop mounting system for consumer Bryan Johns. The mounting system allows Bryan to remain in his job as a programmer analyst with the Alabama Department of Mental Health. Assistance with job accommodations is one of the many services provided by the Business Relations Program.

OUTCOMES

Consumer find jobs and businesses demonstrate good faith effort to hire qualified candidates or retain valuable workers. The following companies partner with ADRS and READI-Net for mutually beneficial outcomes:

Alabama Power – A Southern Company
Alabama State Docks
Alagasco Inc.
Anniston Army Depot
Auburn University
Austal
Birmingham Water Works
Bishop State Community College
Golden Flake
Huntingdon College

International Paper
Kmart
Lowe's
McDonald's
Mobile Aerospace
Mobile Infirmary Health Systems
NASA
OfficeMax
Personnel Board of Jefferson County
Raytheon

Redstone Arsenal
Regions Bank
Shaw Industries
Sodexo
Southern Linc
TVA
Tyson Foods
University of Alabama at Birmingham
University of Alabama
Walmart Distribution



In July, a two-year partnership between ADRS and OfficeMax culminated when Gov. Robert Bentley cut the ribbon on a new simulated training center at OfficeMax's distribution hub in McCalla. That watershed day is symbolic for representing exactly what the Alabama Department of Rehabilitation Services is all about: enabling persons with disabilities to achieve their maximum potential. The ADRS-OfficeMax partnership alone has created more than 50 jobs for individuals with various disabilities, including deafness, cognitive challenges, low vision, orthopedic issues, and other health-related impairments, some of whom are veterans. In addition, they have trained all of their supervisors and management on disability-specific issues.





HOMEBOUND/ STATE OF ALABAMA **INDEPENDENT LIVING**



serving persons
with significant
disabilities

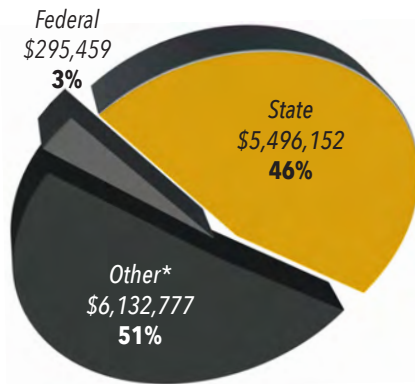


SAIL consumer Tom Maples and his father, Gerald, visit with ADRS Commissioner Cary Boswell

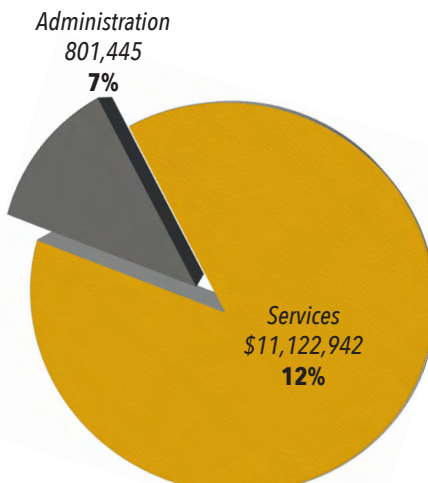
HOMEBOUND/SAIL ASSISTS INDIVIDUALS WITH SEVERE DISABILITIES IN REGAINING INDEPENDENCE

HOMEBOUND SAIL by the numbers

*More than \$ 11.9 million to serve
Alabamians with the most-significant
disabilities*



Source of Revenue



Use of Revenue

*Medicaid reimbursements

Independence. Self-sufficiency. No two words better summarize the goal of the State of Alabama Independent Living (SAIL).

With seven community-based offices located throughout Alabama to serve residents in every county, SAIL assists individuals with severe disabilities in maintaining and regaining as much independence as possible while remaining in their homes and communities.

SAIL's team of registered nurses, rehabilitation counselors, and independent living specialists provides consumers and their families with individualized services and training about the unique problems and needs presented by their disability. Through specialized in-home education, counseling, attendant care, training, and medical services, consumers are taught about activities of daily living, health, safety, nutrition, and assistive technology.

SAIL is comprised of five specialized programs: **HOMEBOUND SERVICES** provides a wide range of education and home-based services to assist people with severe disabilities in leading more independent lives. To be eligible for this program, a person must:

- > be an Alabama resident,
- > be at least 16 years old,
- > have a medical diagnosis of traumatic brain injury or quadriplegia,
- > be dependent on others for assistance with activities of daily living,
- > demonstrate a financial need.

Through a special **SAIL MEDICAID WAIVER**, the program is able to maximize its resources and access additional programs and services for the individuals served by providing services in the participant's home, leading to reductions in institutional placements. To be eligible for services through the waiver, a person must:

- > be at least 18 years old,
- > be medically and financially eligible for a nursing home,
- > have experienced the onset of the disability before age 60,
- > have a neurological disability as a result of reasons other than aging.

INDEPENDENT LIVING Services enhances and promotes independence in the home, community, and workplace. To be eligible, a person must:

- > have a severe disability that limits his or her ability to live independently,
- > provide evidence that by receiving an IL service, his or her potential to achieve independence will improve.

SAIL provides targeted case management for the **TECHNOLOGY ASSISTED WAIVER** for Adults (TAW), serving those eligible who are 21 years of age, ventilator dependent, or have a tracheostomy and require private duty nursing services to remain in the home. SAIL TAW case managers perform assessments and initiate, monitor, and coordinate waiver services to participants in the program.

The **ALABAMA COMMUNITY TRANSITION WAIVER** (ACT) provides services to persons with disabilities currently residing in institutions to assist them in safely transitioning into the community.* To be eligible for services through this waiver, an individual must:

- > meet nursing home level of care criteria,
- > meet the Alabama Medicaid Agency financial eligibility,
- > be in the nursing home at least 90 days. In addition, nursing home transition must occur within 180 days of initializing.

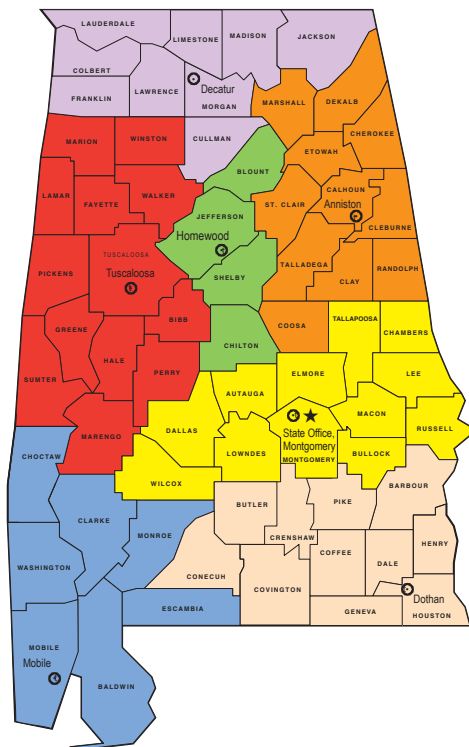
**The cost to provide services in the community cannot exceed Medicaid's cost for institutionalization per individual.*

2013 program highlights



Nurse Belinda Walker is contracted through SAIL's Alabama Community Transition Waiver to provide care in the home for Joe Andrew Butler

HOMEBOUND/SAIL OFFICE LOCATIONS



- Assisted 1,417 Alabamians with the most-significant disabilities in remaining in their homes and communities rather than being moved into nursing homes or other institutions. This included 416 in the Homebound Program, 518 in the Independent Living Service, 516 in the SAIL Waiver Program, 30 in the Technology Assisted Waiver, and 24 on the ACT Waiver program. An additional 209 were served through the independent living specialists by receiving information and referral services.
- Provided services to consumers and families in all 67 counties through seven SAIL teams located statewide.
- Continued to develop resources to supplement limited funding with donated goods and services, with independent living specialists securing donations of \$119,693.00.
- Used the ADRS Recycling Centers, donated goods and services, in-kind services, and community resources to serve consumers throughout the state.
- Continued participation in the Long-Term Choices task forces started by the Alabama Medicaid Agency in the spring of 2006 to address options for long-term care for Alabama's elderly and people with disabilities.
- Continued collaboration with Alabama Medicaid for the creation of the Alabama Community Transition (ACT) Waiver designed to assist some persons currently residing in nursing homes in moving back into the community.
- Continued involvement with the Centers for Independent Living (CIL) and the State Independent Living Council (SILC).
- Continued to work with the Alabama Department of Senior Services and the Alabama Medicaid Agency to develop a seamless system of audits for direct-service providers enrolled in the provision of waiver services.
- Continued involvement with the Permanent Joint Legislative Committee on Medicaid Policy spearheaded by Gov. Robert Bentley and led by Rep. Greg Wren (R-Montgomery).
- Continued involvement in the VR/SAIL project in Homewood and Tuscaloosa, where SAIL case managers also serve people with the most-significant disabilities in a vocational rehabilitation caseload.

ALABAMA DEPARTMENT OF **REHABILITATION** SERVICES



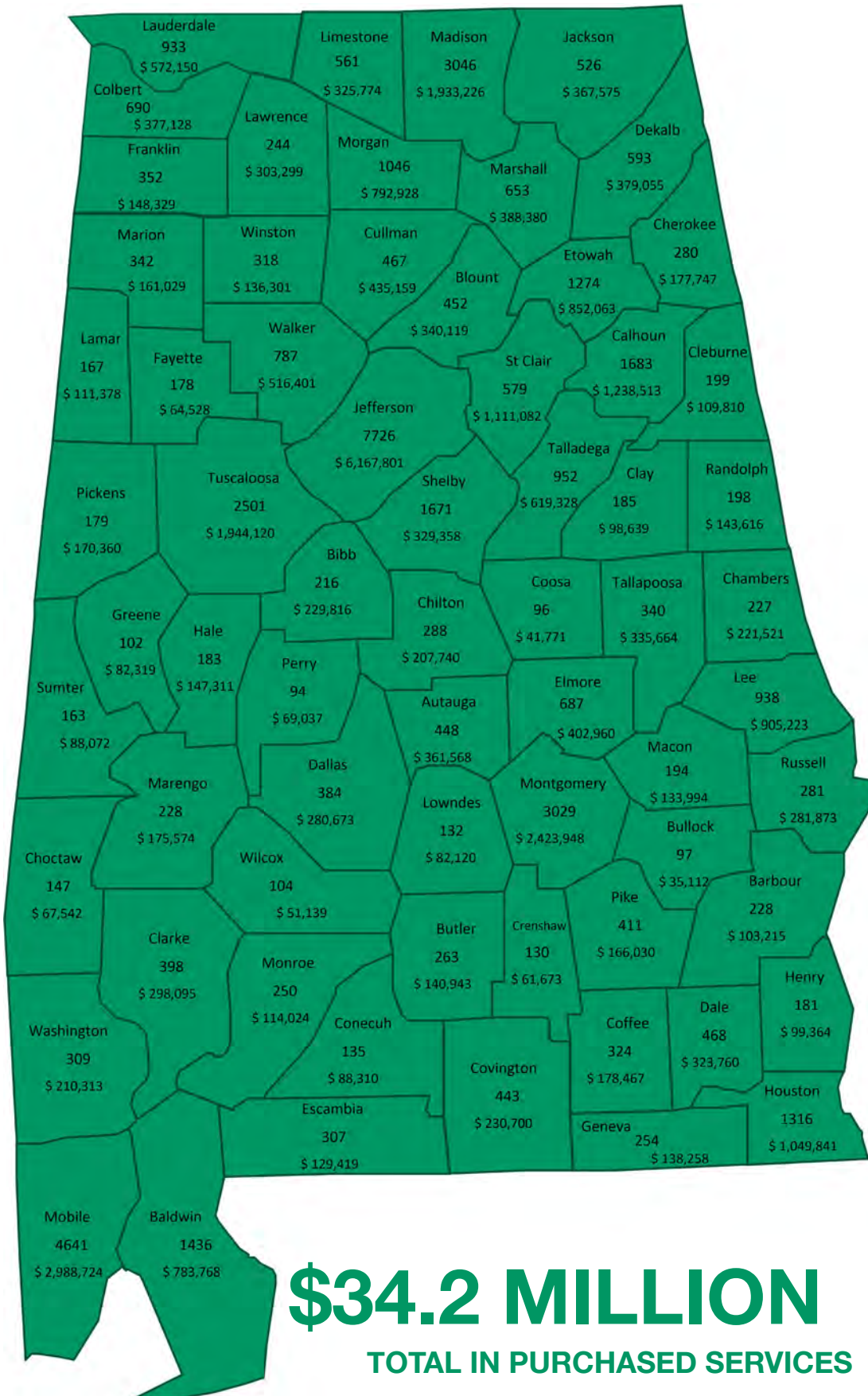
serving Alabamians
in all 67 counties

ADRS
PEOPLE
SERVED,
PURCHASED
SERVICES

4,588
PLACED IN
EMPLOYMENT

48,792
PERSONS
SERVED

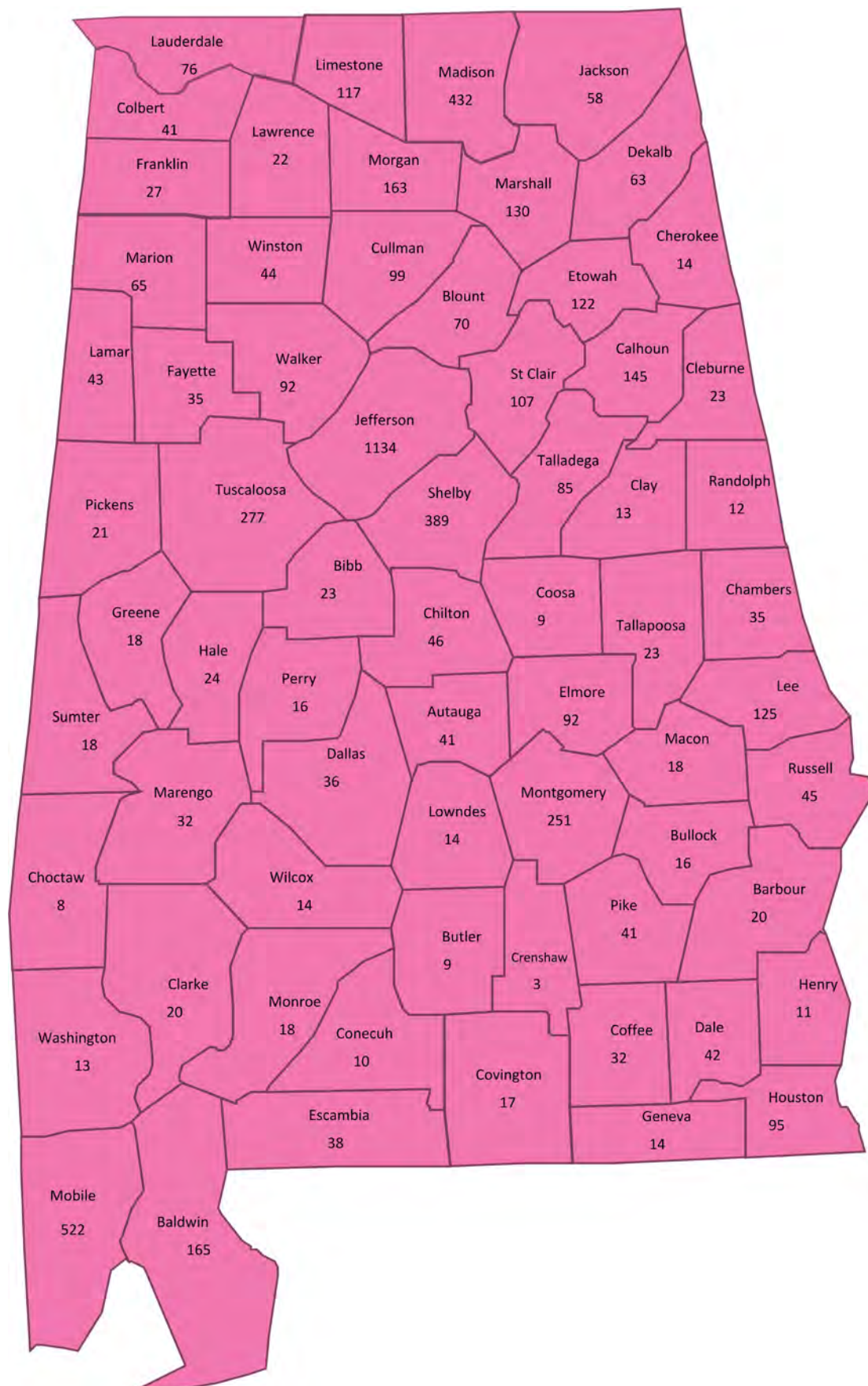
\$34.2 MILLION
TOTAL IN PURCHASED SERVICES



EI

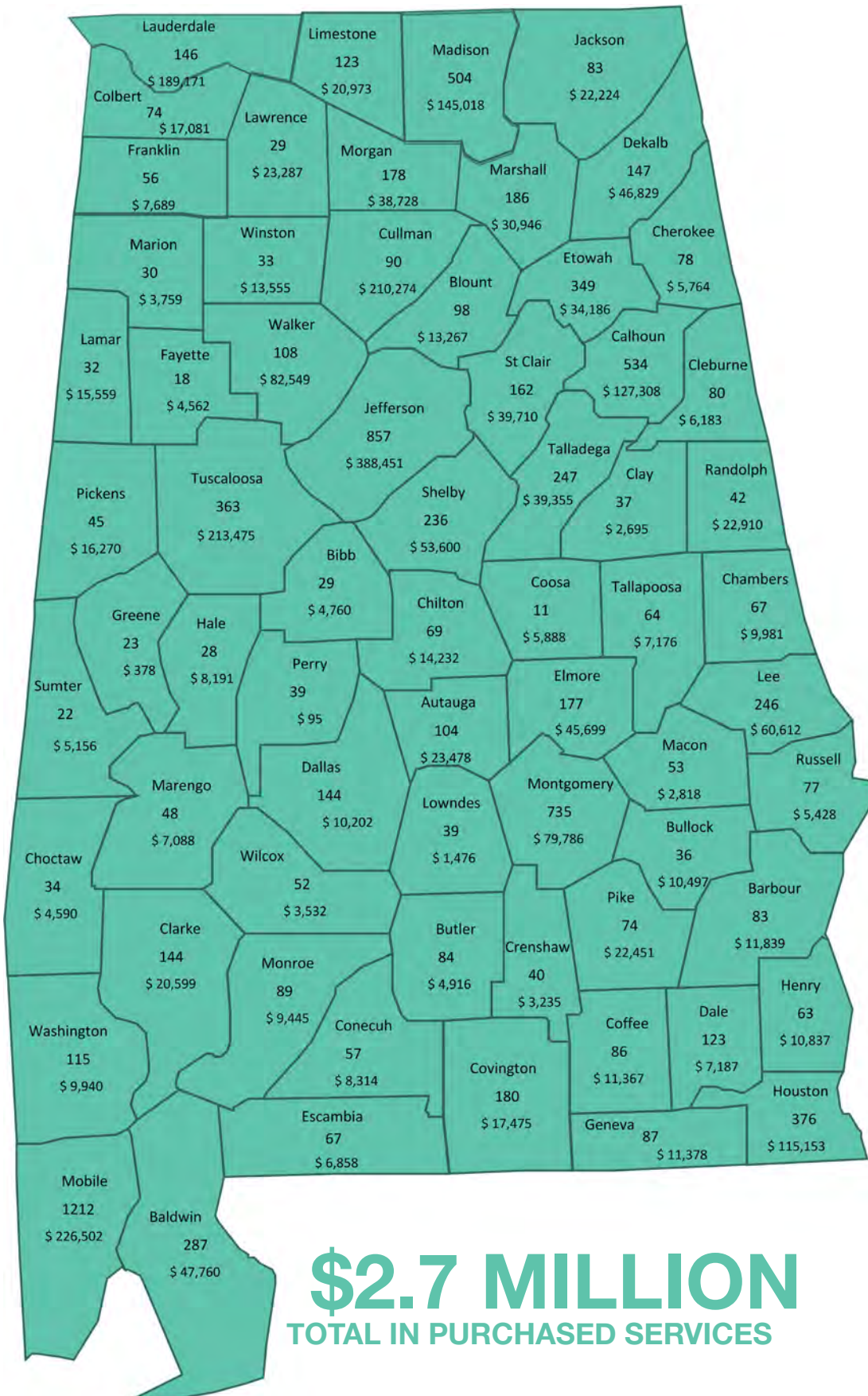
INFANTS AND
TODDLERS
SERVED

5,893
SERVED



CRS

CHILDREN
AND YOUTH
SERVED,
PURCHASED
SERVICES



10,236
SERVED

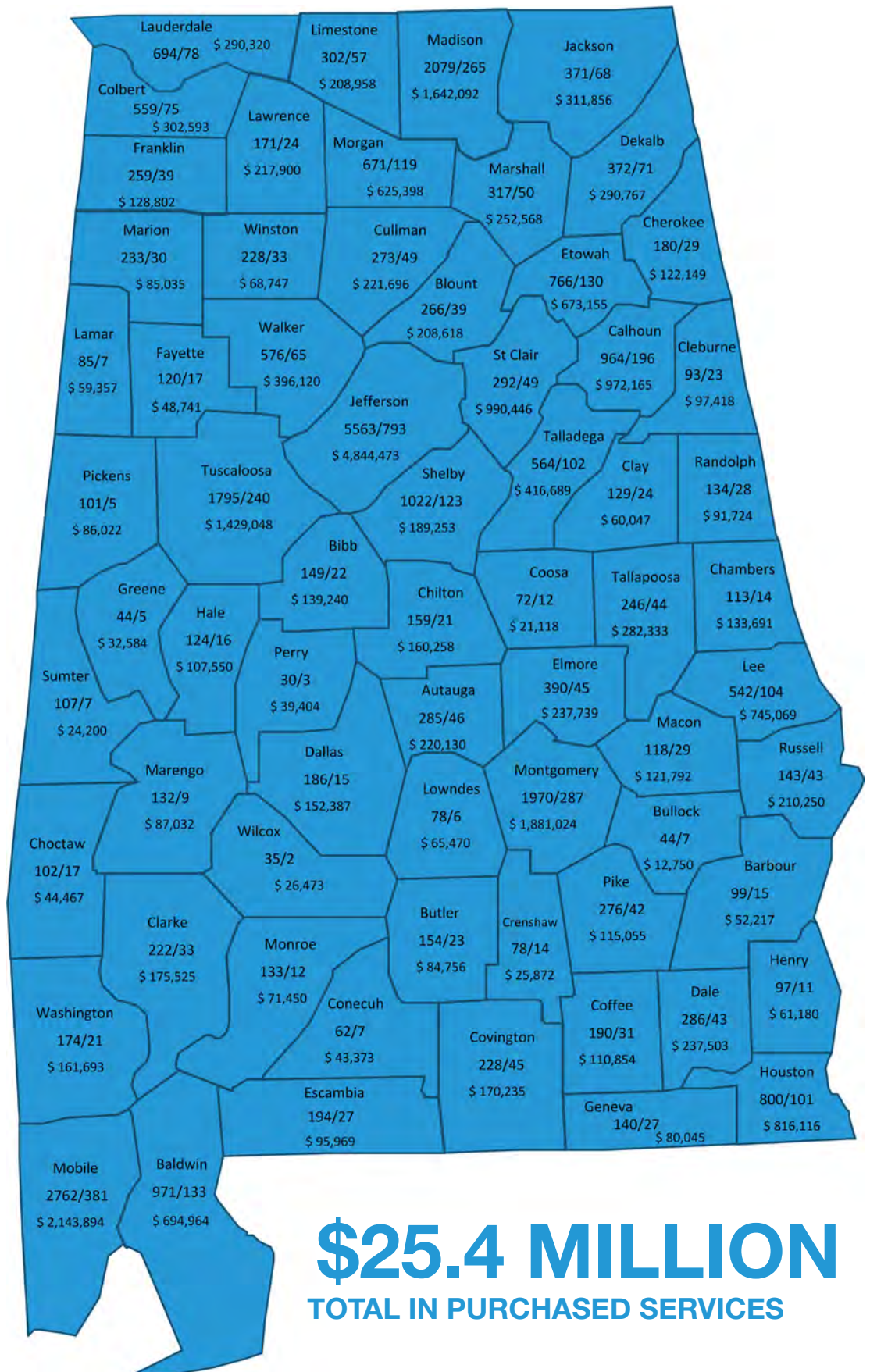
\$2.7 MILLION
TOTAL IN PURCHASED SERVICES

VRS

TEENS
AND ADULTS
SERVED,
PURCHASED
SERVICES

4,588
PLACED IN
EMPLOYMENT

31,246
PERSONS
SERVED



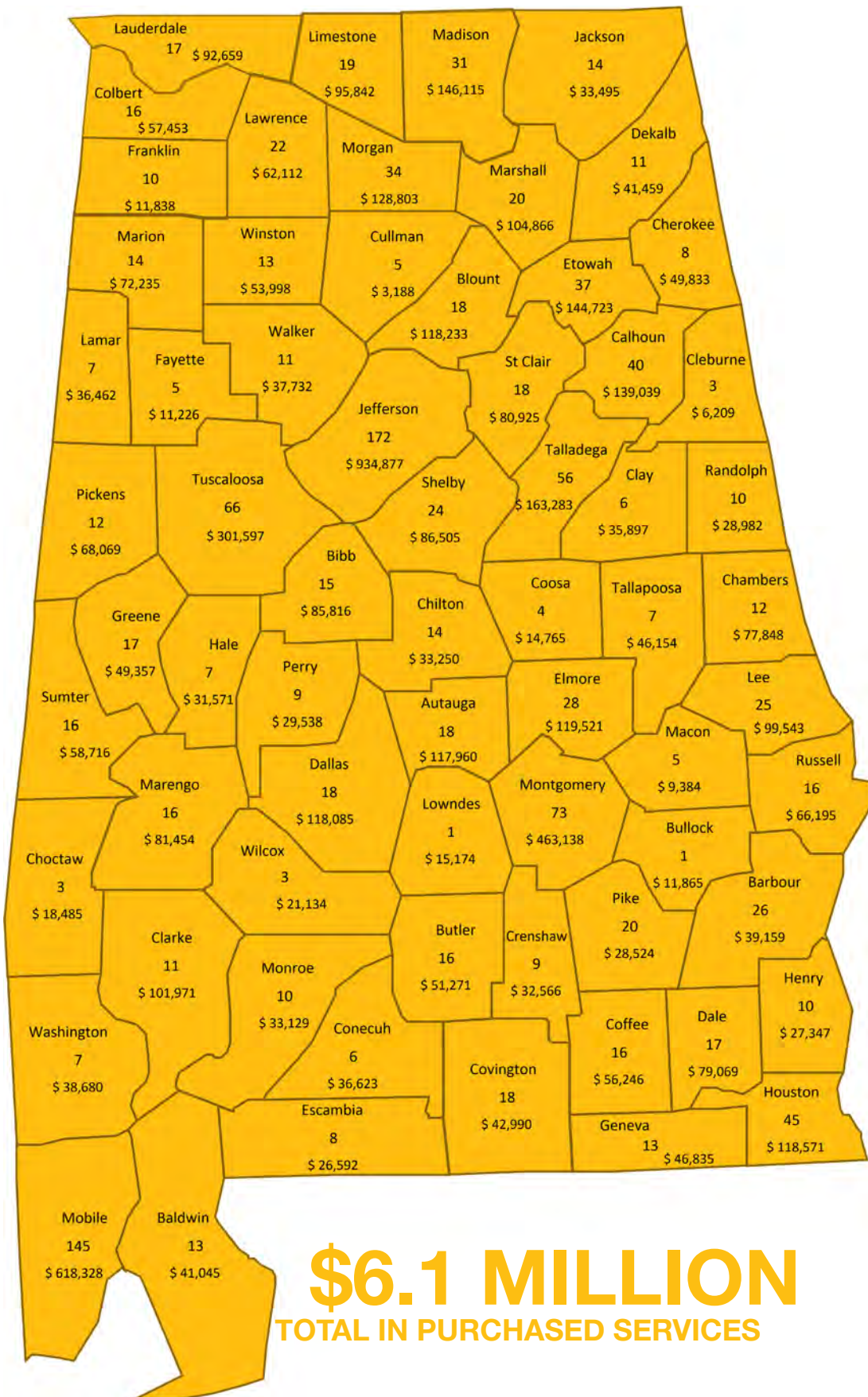
\$25.4 MILLION
TOTAL IN PURCHASED SERVICES

SAIL

PERSONS WITH
SIGNIFICANT
DISABILITIES
SERVED,
PURCHASED
SERVICES

1,417
SERVED

\$6.1 MILLION
TOTAL IN PURCHASED SERVICES





Valley Haven Early Intervention is one of more than 50 programs that are part of Alabama's Early Intervention System

ANNISTON

East Central Alabama United Cerebral Palsy (UCP) Center Inc.

ANDALUSIA

UCP Mobile Family Ties

AUBURN/OPELIKA

Alabama Institute for Deaf and Blind, regional office

BIRMINGHAM

Alabama Institute for Deaf and Blind, regional office
ARC of Jefferson County Inc.
Central Alabama Therapy Services, LLC
Children R Us
Children's of Alabama Early Intervention Program
UCP of Greater Birmingham (Hand in Hand)

BREWTON

UCP Mobile Families First

CULLMAN

Cullman County Center for Developmentally Disabled Inc. (Todd's Club)

DECATUR

Center for the Developmentally Disabled (CDD)
North Central Alabama Mental Retardation Authority

DOTHAN

Alabama Institute for Deaf and Blind, regional office
Dothan-Houston County Mental Retardation Board Inc. (Vaughn Blumberg Center)

FAYETTE

Tri County Early Intervention

FLORENCE

SCOPE 310

GADSDEN

UCP of Greater Birmingham (Hand in Hand)

GUNTERSVILLE

Marshall/Jackson Mental Retardation Authority

HUNTSVILLE

Alabama Institute for Deaf and Blind, regional office
ARC of Madison County
UCP of Huntsville and Tennessee Valley

JASPER

ARC of Walker County

MCINTOSH

UCP of Mobile (New Journey)

MOBILE

Alabama Institute for Deaf and Blind, regional office
Goodwill Easter Seals of the Gulf Coast
Gulf Coast Therapy Early Intervention
UCP of Mobile (Project Special Delivery)

MONTGOMERY

Alabama Institute for Deaf and Blind, regional office
Children's Center of Montgomery Inc. (PPEI)
Project Wiggles and Giggles
UCP of Mobile (Horizon)

ONEONTA

UCP of Greater Birmingham (Hand in Hand)

OZARK

Vivian B. Adams Early Intervention

PELHAM

Shelby County ARC/Kids First

PELL CITY

UCP of Greater Birmingham (Hand in Hand)

PRATTVILLE

ARC of Autauga/Western Elmore County (EIEIO)

RAINSVILLE

UCP of Greater Birmingham (Hand in Hand)

ROBERTSDALE

The MR/DD Board of Baldwin County
UCP of Mobile (Project Sunrise)

SCOTTSBORO

Marshall/Jackson Mental Retardation Authority
Twin Acres Early Intervention

SELMA

Cahaba Center Early Intervention

SYLACAUGA

Cheaha Mental Health

TALLADEGA

Alabama Institute for Deaf and Blind, regional office
Burton Center Early Intervention

TROY

UCP of Mobile (Bright Beginnings)

TUSCALOOSA

Alabama Institute for Deaf and Blind, regional office
Community Service Programs of West Alabama Inc.

TUSCUMBIA

Alabama Institute for Deaf and Blind, regional office
UCP of Northwest Alabama

VALLEY

Chattahoochee Valley ARC/Valley Haven Early Intervention

WINFIELD

Tri County Early Intervention

COMMUNITY REHABILITATION PROGRAMS

ANNISTON

Opportunity Center-Easter Seals

AUBURN-OPELIKA

Achievement Center-Easter Seals
Jackie Johnson Employment Services

BIRMINGHAM

ADRS-Lakeshore Rehabilitation Center
Easter Seals of the Birmingham Area
Goodwill Industries of Alabama
Triumph Services
United Cerebral Palsy
Vocational Resources Inc.
Workshops Inc.

DECATUR

Phoenix Rehabilitation Foundation

DOTHAN

Wiregrass Rehabilitation Center

GADSDEN

Darden Rehabilitation Foundation

HUNTSVILLE

EASE
Phoenix Rehabilitation Foundation

JACKSON

Clarke County ARC

MOBILE

Goodwill Easter Seals of the Gulf Coast
United Cerebral Palsy of Mobile

MONTGOMERY

Easter Seals Central Alabama
Family Guidance Center
Goodwill Industries of Central Alabama

MUSCLE SHOALS

Northwest Easter Seals

PELHAM

Shelby County ARC

SELMA

West Central Alabama Easter Seals

TALLADEGA

E.H. Gentry Technical Center

TUSCALOOSA

Easter Seals West Alabama

FISCAL YEAR 2013 GRANT MONIES AND ACCOMPLISHMENTS

Because we value maximum acquisition and efficient and effective management of resources, the Alabama Department of Rehabilitation Services continues to seek funding from state and federal sources to enable Alabama's children and adults with disabilities to achieve their maximum potential. The following are grant highlights from fiscal year 2013.

HEMOPHILIA PROGRAM - \$23,000

Awarded by Hemophilia of Georgia, funded through Region IV South Maternal and Child Health Bureau Bleeding Disorders Program (administered through Children's Rehabilitation Service)

Purpose of grant: To provide access to comprehensive, culturally sensitive, family-centered bleeding disorder treatment and services in the state of Alabama.

FY 2013 accomplishments:

- > Served 308 participants.
- > Served 29 uninsured participants.
- > Provided 12 pediatric Hemophilia Treatment clinics in Birmingham.
- > Provided 12 adult Hemophilia Treatment clinics in Birmingham.
- > Provided six Hemophilia Treatment clinics in Mobile.
- > Provided two satellite Hemophilia Treatment clinics in Montgomery.
- > Provided 826,000 units of clotting factor at a cost of approximately \$715,000.

TRAUMATIC BRAIN INJURY (TBI) STATE IMPLEMENTATION PARTNERSHIP: STRENGTHENING THE SYSTEM OF CARE FOR ALABAMIANS WITH TBI - \$250,000.00 (FOURTH OF FOUR-YEAR CYCLE)

Awarded to ADRS by the Health Resources and Services Administration

Purpose of grant:

Goal 1: To expand the Statewide System of Care for Children and Youth with TBI who are unidentified and unserved/underserved, with a focus on those in rural communities. Children and youth with moderate and severe TBI may be more readily identified and referred to Core TBI System through the registry, school systems, and hospitals. However, those with mild TBI may be unidentified and underserved, particularly in rural communities where there may be few if any professionals equipped with expertise and experience in identification and treatment of TBI. This goal will:

1. Ensure that children and youth with TBI are identified and have access to the TBI system through awareness, outreach, and education, employing the philosophy "to teach the people who reach the people."
2. Provide community partners and service providers with education to enable them to identify and serve children and youth appropriately.

Goal 2: To increase access to neurobehavioral health services for children, youth and adults with TBI. This goal is a continuation of activities initiated by the Alabama Head Injury Task Force and Behavioral Committee and the 2005 HRSA grant "to create access to neurobehavioral health service options for people with TBI." Needs and resources findings have indicated that there are no appropriate, accessible, and affordable neurobehavioral health services for people with TBI in Alabama. This goal will result in increased access to the



The department's in-service training grant sponsored the Leadership Training Institute in FY 2013

amount, type, intensity, and levels of neurobehavioral health service options by:

- > Educating and linking with existing service providers.
- > Implementing new programs for services that are currently not available.

FY 2013 accomplishments:

- > Created AlabamaTBI.org, a resource site for service providers, staff, individuals with brain injury, and family members.
- > Hosted a webcast for physicians in partnership with UAB Children's of Alabama, addressing management of children who present with a sports concussion.
- > Held rural and urban parent focus groups for input regarding method of dissemination, information needs, and appropriate materials for the implementation of the Alabama Sports Concussion Dissemination Plan.
- > Held a series of Alabama Citizen Advocacy institutes to prepare a cadre of individuals to be leaders in the field of TBI for promoting change in local communities and the state that will result in greater independence and inclusion of all people with TBI in all aspects of daily life.

CLIENT ASSISTANCE PROGRAM - \$151,059 (30TH YEAR)

Awarded by the U.S. Department of Education

Purpose of grant: To assist citizens of the state by acting as an advocate regarding services provided by ADRS, independent living programs, community rehabilitation programs, and projects funded under the Rehabilitation Act of 1973.

Number of people served in grant: 13 open/closed cases; 328 "consultation" or contacts.

IN-SERVICE TRAINING GRANT - \$106,004 (FOURTH OF FIVE-YEAR CYCLE)

Awarded by U.S. Department of Education Rehabilitation Services Administration

Purpose of grant: To enhance the quality of the vocational rehabilitation services provided to individuals with disabilities by improving the competencies of vocational rehabilitation personnel through enhanced training and educational opportunities.

FY 2013 major accomplishments:

- Provided training opportunities and continuing education to VR staff in the areas of supported employment, transition services, assistive technology, and specific disabilities.
- Increased web-based learning by developing 15 program videos as part of new employee orientation training for staff.
- Enhanced agency's webinar capability by training staff on new webinar software.
- Graduated 20 staff from the ADRS Leadership Training Institute.
- Supported and developed training for all VR supervisors and assisted with a Transition Boot Camp for VR staff with transition caseloads.
- Collaborated with other divisions within ADRS and the University of Alabama at Birmingham to provide the annual Medical Aspects of Disability Conference.
- Increased the number of direct service VRS staff meeting state and federal criteria of the Comprehensive System of Personnel Development (CSPD) by providing financial incentives to complete coursework and sit for the Certified Rehabilitation Counselor Exam.

INDEPENDENCE THROUGH EMPLOYMENT GRANT - \$1,144,064 (SEVENTH YEAR)

Awarded by the Alabama Department of Human Resources (DHR)

Purpose of grant: To assist DHR consumers with disabilities who receive assistance through the Temporary Assistance to Needy Families in becoming self-sufficient.

Number of people served in grant: 251

STAR "ALABAMA'S ASSISTIVE TECHNOLOGY RESOURCE" - \$410,581 (19TH YEAR OUT OF 19-YEAR CYCLE)

Awarded by the Rehabilitation Services Administration

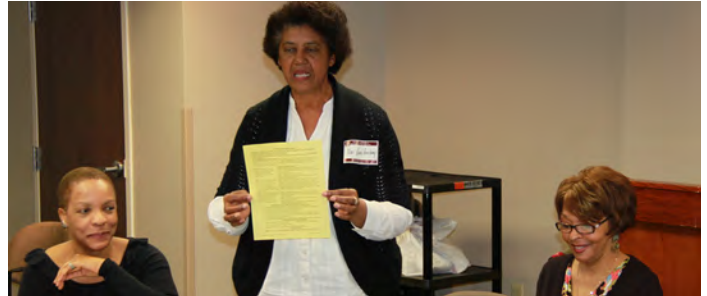
Purpose of grant: To enable Alabama's children and adults with disabilities to achieve their maximum potential through improved access to and acquisition of assistive technology.

FY 2013 accomplishments:

- Implemented STAR's Reuse Network to further sustain the activities of the Reuse Program, including the data collection tool and "Real Time" website.
- Provided technical assistance to AT Reuse programs to meet the federal requirements for the Indicators of Quality and Program Review.
- Developed and distributed informational materials to showcase/market Alabama's Reuse Network.
- Through the Reutilization Program and Alternative Finance Program, saved Alabamians with disabilities \$1,879,984 and ADRS consumers \$173,202.
- Had Alabama AT Reuse Program ranked second nationally among 56 programs for second consecutive year.
- Continued to collaborate with State Emergency Management Agency

Task Force to incorporate AT reuse in emergency management and disaster preparedness.

- Through training program, developed a webinar for each online training module, providing training online in two formats (module and webinar), onsite and via teleconference.
- Participated in a Focus Workgroup Series: Statewide AT Programs, Vocational Rehabilitation, and AT Reuse. Increased awareness of benefits to state VR programs that partner with AT Act Reuse Programs.
- Through the Alternative Finance Program, established new vendor partnerships to increase AT loans and awareness: PRC/AAC innovations, Smart Care AT Solutions, Surehands Lift, Lee/Russell Council of Government, Phase III, MDA Birmingham, Baptist Home Health, Gentiva Home Health, Nu Motion, DME Services, and Roundtree of Mobile.



MaryAnn Armstrong, a licensed social worker, was added to coordinate the Alabama's Integrated Community Systems for Children with Special Health Care Needs grant

ALABAMA'S INTEGRATED COMMUNITY SYSTEMS OF SERVICES FOR CHILDREN AND YOUTH WITH SPECIAL HEALTH CARE NEEDS - \$300,000 (2ND YEAR)

Awarded by U.S. Department of Health and Human Services/Health Resources and Services Administration/Maternal and Child Health Bureau/ Division of Services for Children with Special Health Care Needs

Purpose of grant: To improve the system of care for children and youth with special health care needs by 1) building medical provider capacity so children and youth with special health care needs (CYSHCN) receive enhanced comprehensive health care through identified medical homes; enhancing collaboration and communication between care provider network, parents and youth, and other community partners within medical homes for successful transition of YSHCN into adult services; providing ongoing statewide support for CYSHCN, their families, and their health care providers through coordination and collaboration with existing agencies and organizations.

FY 2013 accomplishments:

- Hired six care coordinators, including one licensed social worker and five parent consultants.
- Revived the Youth Advisory Committee (YAC).
- Had two meetings of the Project Advisory Committee.
- Collaborated with Family Voices of Alabama and the Family to Family Health Information Center as well as Children's Rehabilitation Service.
- Printed and distributed project fliers and care coordination "fast facts."
- Provided training for the launch of Alabama Medical Home Learning Collaborative, which began in FY14.
- Provided care coordination and transition services to a number of clients with special health care needs using the family-centered approach.

A C K N O W L E D G M E N T S

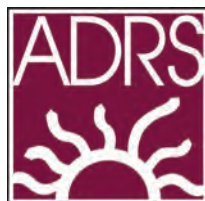
Many thanks to the hard-working ADRS staff who generously contributed their time, effort, expertise, and insights to this publication:

STEVE AUTREY
KAREN BAGGETT
TANIA BALDWIN
LEEANN BROOKS
TONYA FRANKUM
KAYLA FREEMAN
PHOEBE GIVENS
KIM HILL
DEBRA LUCKIE
AMY McQUEEN
CONNIE MARTIN
JOEY RICHEY
MICHAEL QUINN
DAVID SAVAGE
ANNA TAYLOR
MADALYN TAYLOR
TANCHAKA WEATHERLY

AND OFFICE OF COMMUNICATIONS & INFORMATION STAFF

RYAN GODFREY
KATHLEEN McGEHEE
MARLA DOOLEY
KIM WANOUS

The individuals listed represent only a small number of the hundreds of dedicated ADRS professionals around the state who work tirelessly to improve the lives of people with disabilities. Thanks to all ADRS staff who work each day to help the department accomplish its mission:
to enable Alabama's children and adults with disabilities to achieve their maximum potential.





In the provision of services and in employment practices, the Alabama Department of Rehabilitation Services does not discriminate on the basis of race, sex, creed, national origin, religion, age or disability. This material is available in alternate format upon request.